

Section 1.1 of the NLRB's Section 10(j) Manual instructs: "The merits analysis of a 10(j) case is the same as the merits determination of any unfair labor practice charge. What distinguishes a 10(j) case from other unfair labor practice cases is the threat of remedial failure." The Section 10(j) Manual then goes on in Section 2.1 to describe the types of situations that pose a threat of remedial failure: (1) Interference with Organizational Campaign (No Majority Union Support); (2) Interference with Organizational Campaign (Majority Union Support); (3) Subcontracting or Other Change to Avoid Bargaining Obligation; (4) Withdrawal of Recognition from Incumbent; (5) Undermining of Bargaining Representative; (6) Minority Union Recognition; (7) Successor Refusal to Recognize and Bargain; (8) Conduct During Bargaining Negotiations; (9) Mass Picketing and Violence; (10) 8(d) and 8(g) Notice Requirements for Strike or Picketing; (11) Refusal to Permit Protected Activity on Private Property; (12) Union Coercion to Achieve Unlawful Object; (13) Interference with Access to Board Processes; (14) Segregating Assets; and (15) Miscellaneous (e.g., baseless and retaliatory lawsuits).

None of those apply here. (b) (6), (b) (7)(C) Charge relates solely to (b) (6), (b) (7)(C) decision to voluntarily walk off the job based on an assignment of work to a co-worker and has nothing whatsoever to do with any organizational activity. In fact, as discussed above, (b) (6), (b) (7)(C) openly opposed organizational activity at (b) (6), (b) (7)(C) store and initiated complaints to management when (b) (6), (b) (7)(C) repeatedly distributed OUR Walmart literature to (b) (6), (b) (7)(C) and other associates while they worked on the salesfloor.

No action that Walmart has taken with respect to (b) (6), (b) (7)(C) (it has taken no adverse employment action) has deprived the Board of its ultimate remedial power, and there is no immediate situation requiring an immediate remedy. See *Gottfried v. Frankel*, 818 F.2d 485, 494 (6th Cir.1987) ("[T]he relief to be granted is only that reasonably necessary to preserve the ultimate remedial power of the Board and is not to be a substitute for the exercise of that power.").

**B. The Present Case Does Not Qualify For Injunctive Action Under The Third Circuit Court Of Appeals's "Extraordinary Relief" Standard.**

(b) (6), (b) (7)(C) cannot meet the Board's standards for Section 10(j) relief, and the federal courts set an even higher bar. Specifically, the federal courts hold that "a preliminary injunction is an extraordinary remedy never awarded as of right." *McKinney v. Creative Vision Resources*, 783 F.3d 293, 297 (5th Cir. 2015) (emphasis in original; quoting *Winter v. Natural Resources Defense Council*, 555 U.S. 7, 24 (2008)); see also *NLRB v. Hartman and Tyner, Inc.*, 714 F.3d 1244, 1249 (11th Cir. 2013) ("care must be taken so that it remains an extraordinary remedy, to be requested by the Board and granted by a district court only under very limited circumstances"). Further, the federal courts hold they should rarely "short-circuit the NLRB's processes." *Creative Vision Resources*, 783 F.3d at 299; *Hartman and Tyner*, 714 F.2d at 1249.

The Third Circuit Court of Appeals follows the two-step "just and proper" injunctive relief standard. *Chester v. Grane Healthcare*, 666 F.3d 87, 98 (3d Cir. 2011). To obtain injunctive relief, West must establish that (1) reasonable cause exists to believe the employer committed unfair labor practices, and (2) temporary injunctive relief constitutes the "just and proper" response. *Creative Vision*, 783 F.3d at 296-97; *Hartman and Tyner*, 714 F.3d at 1250;



*Muffley v. Voith Industrial Services*, 551 Fed. Appx. 825, 827 (6th Cir. 2014); *Paulsen v. Remington Lodging*, 773 F.3d 462, 468-69 (2d Cir. 2014); *Eisenberg v. Lenape Products*, 781 F.2d 999, 1003 (3d Cir. 1986).<sup>4</sup>

**1. (b) (6), (b) (7)(C) Cannot Show Reasonable Cause To Believe That Walmart Committed An Unfair Labor Practice.**

In order to establish that reasonable cause exists to believe Walmart committed an unfair labor practice, (b) (6), (b) (7) must advance a substantial legal theory and set forth facts sufficient to support that theory. *Chester v. Grane Healthcare*, 666 F.3d at 98; *Lenape Products*, 781 F.2d at 1003. The court will not simply rubber stamp the Regional Director's conclusion. *Grane Healthcare*, 666 F.3d at 98; *Danielson v. Joint Board of Coat, Suit and Allied Garment Workers' Union*, 494 F.2d 1230, 1245 (2d Cir. 1974) (rejecting injunction for lack of reasonable cause where regional director advances erroneous legal theory). Here, as discussed above, (b) (6), (b) (7)(C) cannot show that Walmart bore animus toward (b) (6), (b) (7) for any protected concerted activity. On the contrary, the facts show that Walmart actually supported (b) (6), (b) (7)(C) talking with the Region as part of its investigation in Case (b) (6), (b) (7)(C) because it believed (b) (6), (b) (7)(C) would provide favorable testimony in support of the Company's Position Statement in that case.

**2. (b) (6), (b) (7)(C) Cannot Show Injunctive Relief Constitutes The Just And Proper Response.**

In order to establish that injunctive relief satisfies the "just and proper" standard, (b) (6), (b) (7)(C) must demonstrate that the unfair labor practice caused substantial injury and "without such relief, any final order of the Board will be meaningless or so devoid of force that the remedial purposes of the NLRA will be frustrated." *Creative Vision*, 783 F.3d at 298-99; *Hartman and Tyner*, 714 F.3d at 1250. In making its "just and proper" inquiry, the court will normally focus on whether the alleged unfair labor practice harmed organizational efforts. *Remington Lodging*, 773 F.3d at 469 ("the main focus of a 10(j) analysis should be on harm to organizational efforts"); *Hartman and Tyner*, 714 F.3d at 1250 ("10(j) relief becomes just and proper when organizational efforts are highly susceptible to being extinguished by unfair labor practices").

Accordingly, the courts regularly reject 10(j) petitions involving alleged unfair labor practices that did not harm organizing efforts. *Creative Vision*, 783 F.3d at 302 (injunctive relief not just and proper where the Regional Director failed to offer facts supporting its argument that Creative Vision's conduct discouraged participation in the union); *Hartman and Tyner*, 714 F.3d at 1250 (injunctive relief not just and proper where "the organization campaign had dramatically slowed before the discharges took place"); *Overstreet v. El Paso Elec. Co.*, 176 Fed. Appx. 607, 609-11 (5th Cir. 2006) (finding no abuse of discretion when district court denied injunctive relief where the court remained unconvinced that reinstatement would alter employee participation in

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<sup>4</sup> Given the United States Supreme Court decision in *Winter v. Natural Resources Defense Council*, 555 U.S. 7, 22, 24 (2008), a federal court of appeals would likely apply the traditional 4-part test to determine whether to grant injunctive relief. In any event, because (b) (6), (b) (7)(C) does not meet the 2-part test set forth above, (b) (6), (b) (7)(C) does not meet the traditional 4-part test.

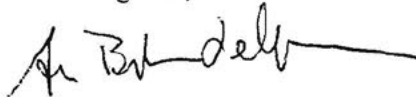
union proceedings); *Schaub v. Detroit Newspaper*, 154 F.3d 276, 279 (6th Cir. 1998) (injunctive relief not just and proper where parties continued collective bargaining agreement negotiations after discharge of union supporters).

Here, the Regional Director cannot satisfy the “just and proper” requirement as it relates to granting injunctive relieve in a case involving a *single* employee such as (b) (6), (b) (7)(C) – who was not discharged, but, rather voluntarily quit, and who openly opposed union activity at the store. Even if the Region erroneously believes that (b) (6), (b) (7)(C) was discharged (b) (6), (b) (7)(C) was not), this is not a “nip in the bud” case. As the Fifth Circuit stated, “[r]einstatement of unlawfully discharged employees is ‘generally left to the administrative expertise of the Board.’” *Overstreet v. El Paso Elec. Co.*, 176 Fed. Appx. At 609-611, *quoting Boire v. Pilot Freight*, 515 F.2d 1185, 1192 (5th Cir. 1975); *Parents In Community Action, Inc.*, 172 F.3d at 1040 (no abuse of discretion to deny injunction to require reinstatement of terminated union activist where there was no recognized or certified union); *Lenape Products*, at 1004-05 (injunctive relief not necessary to prevent harm to employee’s right to engage in protected activity pending any delayed final relief such as reinstatement).

#### IV. CONCLUSION.

For the foregoing reasons, Walmart did not violate the Act as alleged, and the Company respectfully requests that the Region dismiss the Charge absent withdrawal. Please contact us with any questions or if you require additional information.<sup>5</sup>

Kind regards,



Steven D. Wheelless  
Alan Bayless Feldman

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<sup>5</sup> As the Region requested, Walmart provides (b) (6), (b) (7)(C) personnel file at Tab 19. Walmart submits the information in this letter for the sole purpose of resolving (b) (6), (b) (7)(C) Charge and does so based on the minimal information provided by the Region and Walmart’s necessarily limited investigation given the very short time frame allowed by the Region. Given those constraints, Walmart may not know material information that could alter, modify, moot, or change the discussion provided here. Therefore, Walmart does not intend that this position statement constitute a complete or comprehensive statement of facts or Walmart’s legal position, which could change based on additional information. Walmart specifically reserves all rights and defenses it now or may later possess concerning the Charge or related issues. Walmart further requests that the NLRB keep all information related to (b) (6), (b) (7)(C) Charge confidential to the fullest extent permitted by law.

# **TAB 1**



WIN NBR	FIRST NAME	LAST NAME	STORE NBR	JOB NBR	JOB DESC	HIRE DATE	TERM DATE	TERM DESC
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	2208	000415	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
			2208	000201				
			2208	000530				
			2208	000710				
			2208	000469				
			2208	000469			2003 (b) (6), (b) (7)(C)	EXCESS.ABSENCE/TARDINESS
			2208				2003 (b) (6), (b) (7)(C)	EXCESS.ABSENCE/TARDINESS
			2208	000201				
			2208	000201			2014 (b) (6), (b) (7)(C)	3 DAYS UNREPORTED ABS.
			2208				2014 (b) (6), (b) (7)(C)	3 DAYS UNREPORTED ABS.
			2208	000450				
			2208	000450			2016 (b) (6), (b) (7)(C)	DISSATISFIED - WALKED OFF JOB
			2208				2016 (b) (6), (b) (7)(C)	DISSATISFIED - WALKED OFF JOB

**TAB 2**



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : [REDACTED]

Address (b) (6), (b) (7)(C) US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Job Abandonment/Three Days Unreported Absence

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

Associate No call no showed for over two weeks. Associate called and quit (b) (6), (b) (7)(C) / 2014.

## Signatures

Associate Name :	(b) (6), (b) (7)(C)	Date:		Electronic Acknowledge:	No
Supervisor Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) / 2014	Electronic Acknowledge:	Yes
Witness Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) / 2014	Electronic Acknowledge:	Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[Print](#) [Close](#)

**TAB 3**



**ASSOCIATES DO NOT WRITE ON THIS PAGE  
TO BE COMPLETED BY THE PERSONNEL ASSOCIATE**

Associate Name: (b) (6), (b) (7)(C)

**SMART System only**

Facility Number: 2302

Associate ID Number: (b) (6), (b) (7)(C)

Hire Date: (b) (6), (b) (7)(C)  
(MM/DD/YY)

Associate Status: (b) (6), (b) (7)(C)  
(FULL-TIME, PART-TIME, PEAK-TIME)

Division Number (b) (6), (b) (7)(C) Depart. Number (b) (6), (b) (7)(C)

Job Code (b) (6), (b) (7)(C) Pay Rate \$9.00

**Logistics T&A only**

Facility No. \_\_\_\_\_ Hire Date: \_\_\_\_\_  
(MM/DD/YY)

Badge No. \_\_\_\_\_ Shift Hours \_\_\_\_\_ Shift Differential \_\_\_\_\_

Scheduled Work Days \_\_\_\_\_ W/E Schedule Pay \_\_\_\_\_ Other Premium Pay \_\_\_\_\_

Account (Work Location) No. \_\_\_\_\_ Operations Code \_\_\_\_\_ Work Area Code \_\_\_\_\_

Job Function Code \_\_\_\_\_ Home Clock \_\_\_\_\_ Access Control \_\_\_\_\_

Associate Status \_\_\_\_\_ Schedule No. \_\_\_\_\_ Pay Rules \_\_\_\_\_

Pay Code \_\_\_\_\_ Pay Change \_\_\_\_\_ Work Class \_\_\_\_\_ Wage Class \_\_\_\_\_ Pay Rate \_\_\_\_\_

Base Rate \_\_\_\_\_ Withholding Tax Information – Use Associate Federal/State/Local Forms

**License Information for OTR/Yard/City-Local Drivers and Managers  
Non-Clerical Service Shop and Refurb Shop Associates**

Driver's License State \_\_\_\_\_

Driver's License # \_\_\_\_\_

Driver's License Expiration Date \_\_\_\_\_

Physical Examination Due Date \_\_\_\_\_

(Only to be completed by CDL Licensed Driver)

Information in T&A \_\_\_\_\_  
Date/Initials

Driver Information in VDS \_\_\_\_\_  
Date/Initials

**TAB 4**



ATTACHMENT/EXHIBIT TO POSITION  
STATEMENT WITHHELD PURSUANT TO  
EXEMPTIONS 6 and 7(C)

# **TAB 5**



Coaching # (b) (6), (b) (7)(C)		Status is Active Mode is View					
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2208
<b>Type Of Coaching :</b>							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
<b>Level</b>				<b>Reason(s)</b>			
First Written				Job Performance			
<b>Observations of Associate's Behavior and/or Performance :</b>							
On (b) (6), (b) (7)(C), 2016, (b) (6), (b) (7)(C) was assigned to (b) (6), (b) (7)(C). As (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were touring the floor, (b) (6), (b) (7)(C) told them that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and that they could check it if they wanted to. At that point (b) (6), (b) (7)(C) went to break, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) proceeded to check (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)							
<b>Impact of Associate's Behavior :</b>							
The impact of (b) (6), (b) (7)(C) job performance causes (b) (6), (b) (7)(C) for our customers to shop, loss in sales (b) (6), (b) (7)(C) and it creates more work other associates (b) (6), (b) (7)(C) or that other associates need to (b) (6), (b) (7)(C)							
<b>Behavior Expected Of Associate :</b>							
(b) (6), (b) (7)(C) is expected to thoroughly check (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is to ensure that we have (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)							
<b>Next Level of Action :</b>							
The next level of action if behavior continues is: Second Written up to and including Termination							
<b>Action Plan :</b>							
<b>Date, Time, and Place of Coaching :</b>							
Date Given : (b) (6), (b) (7)(C)/2016 Time : 00:13 Place : AD Office							
<b>Expiration Date :</b>							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C)/2017 date, if the Associate spent time on LOA.							
<b>Acknowledgements</b>							
Date Acknowledged : (b) (6), (b) (7)(C)/2016							
Associate Name :				Userid :			
Manager							

<b>Name :</b> (b) (6), (b) (7)(C)	<b>Userid :</b> (b) (6), (b) (7)(C)
<b>Witness</b>	
<b>Name :</b> (b) (6), (b) (7)(C)	<b>Userid :</b> (b) (6), (b) (7)(C)

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**TAB 6**

Coaching # (b) (6), (b) (7)(C) Status is Cancelled Mode is View							
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2208
<b>Type Of Coaching :</b>							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
<b>Level</b>				<b>Reason(s)</b>			
Second Written				Job Performance, Facility/Housekeeping Standards			
<b>Observations of Associate's Behavior and/or Performance :</b>							
<p>Tonight (b) (6), (b) (7)(C) 2016 (b) (6), (b) (7)(C) had 11:45 hrs of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was assisted by the help of following associates (b) (6), (b) (7)(C) &amp; (b) (6), (b) (7)(C) whom worked (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) This left a full shift of 6:45hr left for (b) (6), (b) (7)(C) to complete workload timeframes. (b) (6), (b) (7)(C) He left (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and all cardboard on the salefloor. (b) (6), (b) (7)(C) did not finish this workload completion or clen up resulting in poor job performance.</p>							
<b>Impact of Associate's Behavior :</b>							
The impact is additional responsibilities are added to the (b) (6), (b) (7)(C) team which is not included in the (b) (6), (b) (7)(C) workload completion. Another associate was assigned to clean and finish the required (b) (6), (b) (7)(C) to meet company requirements.							
<b>Behavior Expected Of Associate :</b>							
(b) (6), (b) (7)(C) need to complete all assignment within the time allowed. (b) (6), (b) (7)(C) is given additional help when needed in which two associate where assigned to assist in this given tasks.							
<b>Next Level of Action :</b>							
The next level of action if behavior continues is: Third Written up to and including Termination							
<b>Action Plan :</b>							
WORK HARDER							
<b>Date, Time, and Place of Coaching :</b>							
Date Given : (b) (6), (b) (7)(C) /2016 Time : 22:45 Place : AD OFFICE							
<b>Expiration Date :</b>							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C) /2017 date, if the Associate spent time on LOA.							
<b>Acknowledgements</b>							
Date Acknowledged : (b) (6), (b) (7)(C) /2016							
<b>Associate Name :</b> (b) (6), (b) (7)(C)				<b>Userid</b> (b) (6), (b) (7)(C)			
<b>Manager</b>							

Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)
Witness	
Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)

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**TAB 7**



## Performance Evaluation



Grade Level A and B

<b>Associate Information</b>			
Associate Name	(b) (6), (b) (7)	Store #	2208
WIN #		Review period	
Supervisor	(b) (6), (b) (7)(C)	From:	To:

**Introduction**

Providing associates accurate and timely feedback on performance is a part of our company's Three Basic Beliefs. Both associate and management have an active role in performance management. Providing clear expectations, having regular discussions, and communicating about performance progress throughout the year are key to ensuring achievement of results and performance expectations. The performance evaluation is an opportunity for a formal discussion between associate and management regarding performance on results and competencies.

<b>Serves our Customers</b>	<b>Rating:</b> Above Standard
Shows care and concern when serving our associates and customers. Greets, offers help and thanks customers. Asks questions in order to understand associate and customer needs.	Takes ownership in providing a clean, fast and friendly shopping experience. Is there when the customer or a fellow associate needs him or her.

<b>Strive For Excellence</b>	<b>Rating:</b> Needs Improvement
Is open to trying new ways of doing things and improving every day. Completes top priorities first. Ensures work is done correctly and follows process. Solves problems with urgency. Gets results.	Meets deadlines. Asks for help and helps others when needed. Has a positive attitude while performing responsibilities. Uses policies, procedures and guides to make good decisions and choices

<b>Demonstrate Respect</b>	<b>Rating:</b> Needs Improvement
Listens to others and asks questions to learn about what is needed. Communicates the right information to associates and leaders when they need it. Communicates in a respectful and professional manner.	Values and recognizes the contributions of others.

<b>Act With Integrity</b>	<b>Rating:</b> Solid Performer
Is honest, fair and open when dealing with customers and associates; follows policies. Makes good decisions. Communicates concerns.	

**Career Conversation**

☐ A career conversation has been completed as part of the evaluation discussion.

**Manager Comments**

\*Goes above and beyond to take care of our customers  
\*Is knowledgeable about the department he works and is able to work in other departments as well  
\*Willing to learn new areas and tasks

<b>Overall Performance Rating</b>		
Needs Improvement	<b>Solid Performer</b>	Above Standard

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date

Kerrie Shand

Print

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

Print

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

Store/C

Date

**TAB 8**

**Subject:** FW: Walmart (b) (6), (b) (7)(C)

**From:** Feldman, Alan  
**Sent:** Friday, May 20, 2016 9:17 AM  
**To:** Moeller, Dolores L.  
**Subject:** RE: Walmart (b) (6), (b) (7)(C)

Dee: As agreed, below we provide the contact information for the non-supervisor associates the Company named in its position statement. The Company does not maintain associate personal email addresses (and management does not communicate with non-supervisor associates via their personal email). Please let us know if you have any further questions.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (former associate, first name misspelled in position statement)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (the position statement misidentified (b) (6), (b) last name as (b) (6), (b) )

(b) (6), (b) (7)(C)

**Alan Bayless Feldman**  
Partner  
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**From:** Moeller, Dolores L. [<mailto:Dolores.Moeller@nrlrb.gov>]  
**Sent:** Monday, May 16, 2016 11:31 AM  
**To:** Feldman, Alan  
**Subject:** Walmart (b) (6), (b) (7)(C)  
**Importance:** High

Good Afternoon Alan,

I am confirming my voicemail message to you today regarding the subpoena and its revisions in the above case. I discussed your concerns with the Regional Director regarding the subpoena and it was decided that the Region will modify and limit the requested information by issuing a new subpoena. I also want to know if you will be submitting the contact information for those employees who were named in the position statement?

Please do not hesitate to contact me if you have any questions.

*DEE MOELLER*  
*FIELD EXAMINER*  
*NATIONAL LABOR RELATIONS BOARD*  
*REGION 6-PITTSBURGH*  
*PHONE: 412-395-6887*  
*Fax: 412-395-5986*

***The NLRB strongly encourages all parties to file documents electronically through our online E-File system: <https://mynlrb.nlr.gov/portal/nlr.pt?open=512&objID=202&mode=2>***



Go Green! Do not print this email unless it's necessary!

**TAB 9**

**Subject:**

FW: Walmart (b) (6), (b) (7)(C)

**From:** Feldman, Alan

**Sent:** Monday, May 23, 2016 11:19 AM

**To:** Moeller, Dolores L. (Dolores.Moeller@nrlb.gov)

**Subject:** RE: Walmart (b) (6), (b) (7)(C)

Dee: As we agreed, we update our email below with the contact information from the non-supervisor associates we named in the position statement (which you also requested in the Region's most recent (b) (6), (b) (7)(C)).

Our records show that Walmart received (b) (6), (b) (7)(C) on Friday, May 20, 2016 (contrary to your letter dated May 17, 2016, that states service was made on May 17, 2016). Accordingly, Walmart intends to file another Petition to Revoke or Modify Subpoena by Friday, May 28, 2016, unless the Region will consider modifying its outstanding document request for the contact information for associates who worked on (b) (6), (b) (7)(C), 2015, who worked the same shift(s) or during the same times as (b) (6), (b) (7)(C) – based on Walmart's objections that we expressed in my May 16, 2016 email.

Please let us know if the Region will consider modifying its current SDT at your earliest convenience so that we may avoid the need to file a Petition to Revoke. I look forward to hearing from you.

Associates Named In The Position Statement:

(b) (6), (b) (7)(C) (first name misspelled in position statement)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (first name misspelled in position statement)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (the position statement misidentified (b) (6), (b) (7)(C) last name as (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) referred to on page 7 of the position statement who (b) (6), (b) (7)(C) distributed literature to in the Pets department on the sales floor)

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C); (b) (6), (b) (7)(C) referred to on page 7 of the position statement, who (b) (6), (b) (7)(C) distributed literature to while (b) (6), (b) (7)(C) on the sales floor)  
(b) (6), (b) (7)(C)

**Alan Bayless Feldman**

Partner

[afeldman@step toe.com](mailto:afeldman@step toe.com)

+1 602 257 5254 direct | +1 602 571 2940 mobile | +1 602 257-5299 fax

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**From:** Feldman, Alan

**Sent:** Friday, May 20, 2016 9:17 AM

**To:** 'Moeller, Dolores L.'

**Subject:** RE: Walmart (b) (6), (b) (7)(C)

Dee: As agreed, below we provide the contact information for the non-supervisor associates the Company named in its position statement. The Company does not maintain associate personal email addresses (and management does not communicate with non-supervisor associates via their personal email). Please let us know if you have any further questions.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (former associate, first name misspelled in position statement)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (the position statement misidentified (b) (6), (b) (7)(C) last name as (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

**Alan Bayless Feldman**

Partner

[afeldman@step toe.com](mailto:afeldman@step toe.com)

+1 602 257 5254 direct | +1 602 571 2940 mobile | +1 602 257-5299 fax

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---

**From:** Moeller, Dolores L. [mailto:Dolores.Moeller@nlr.gov]  
**Sent:** Monday, May 16, 2016 11:31 AM  
**To:** Feldman, Alan  
**Subject:** Walmart (b) (6), (b) (7)(C)  
**Importance:** High

Good Afternoon Alan,

I am confirming my voicemail message to you today regarding the subpoena and its revisions in the above case. I discussed your concerns with the Regional Director regarding the subpoena and it was decided that the Region will modify and limit the requested information by issuing a new subpoena. I also want to know if you will be submitting the contact information for those employees who were named in the position statement?

Please do not hesitate to contact me if you have any questions.

*DEE MOELLER*  
*FIELD EXAMINER*  
*NATIONAL LABOR RELATIONS BOARD*  
*REGION 6-PITTSBURGH*  
*PHONE: 412-395-6887*  
*Fax: 412-395-5986*

***The NLRB strongly encourages all parties to file documents electronically through our online E-File system: <https://mynlrb.nlr.gov/portal/nlr.pt?open=512&objID=202&mode=2>***



Go Green! Do not print this email unless it's necessary!

# **TAB 10**

Walmart Stores,  
Time Clock Archive  
From (b) (6), (b) (7)(C) To (b) (6), (b) (7)(C)

\* - Meal Punch if no punch identification  
Punch Activity

Associate Name WM Wk # 16  
SSN Sat Sun Mon Tue Wed Thur Fri  
WLN (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit

(b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) CI 1400 CI 1356 CI 1359 CI 1406 CI 1404  
WLN (b) (6), (b) (7)(C) GTM 1815 GTM 1810 GTM 1858 GTM 1857 GTM 1821  
Fac # 2209 BFM 1915 BFM 1911 BFM 1958 BFM 2001 BFM 1933  
CO 2257 CO 2258 CO 2254 CO 2317 CO 2258

Edited By:  
Daily Totals 7.89 0.00 8.02 7.92 0.00 8.12 7.76  
Meal Period Totals 1.07 0.00 1.02 1.00 0.00 1.07 1.20

Hours Summary Pay Type Wk # 16 Wk # 19 Total Hours  
Regular 39.65 39.48 79.13  
Total 39.65 39.48 79.13

\*Pay type excluded from Total Hours

Inc  
Report  
(b) (6), (b) (7)(C)

Page: 17

### - Totals are shown as hours and hundredths of an hour. NOT hours and minutes  
Punch Activity

WM Wk # 19  
Sat Sun Mon Tue Wed Thur Fri  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit Orig/Edit

CI 1359 CI 1357 CI 1358 CI 1400 CI 1356  
GTM 1812 GTM 1759 GTM 1800 GTM 1812 GTM 1822  
BFM 1917 BFM 1902 BFM 1905 BFM 1919 BFM 1931  
CO 2259 CO 2259 CO 2257 CO 2256 CO 2258

0.00 0.00 7.92 7.99 7.90 7.62 7.85  
0.00 0.00 1.08 1.05 1.08 1.12 1.15

# **TAB 11**

(b) (6), (b) (7)(C)

2016

(b) (6), (b) (7)(C)

am

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

At approximately 3pm today (b) (6), (b) (7)(C) called me over the radio and we met in the main action alley in the backroom. (b) (6), (b) (7)(C) was tasked in to the Paper area this evening, but I had given direction for (b) (6), (b) (7)(C) and two other associates to stand in Pets because (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

had asked to get Pets started because there were (b) (6), (b) (7)(C) being a busy weekend. I had asked another associate later to us out and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

as well. When (b) (6), (b) (7)(C) met up with me in the backroom, (b) (6), (b) (7)(C) was coming from the grocery bailer area and I was halfway down the aisle, (b) (6), (b) (7)(C) threw (b) (6), (b) (7)(C) hands up in the air and started questioning me as to why I had another associate starting in paper. I explained to (b) (6), (b) (7)(C) the situation and (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) would have to go back and work everything the other



associate had already worked. I told (b) (6), (b) (7)(C) that I had given (b) (6), (b) (7)(C) direction and all the other associates direction as well. I called (b) (6), (b) (7)(C) back because (b) (6), (b) (7)(C) always gets confrontational. I told (b) (6), (b) (7)(C) I'm responsible for the team, I evaluate and make my decisions for a reason. (b) (6), (b) (7)(C) told me (b) (6), (b) (7)(C) doesn't need this and (b) (6), (b) (7)(C) will go home. I put out my hand for (b) (6), (b) (7)(C) badge and (b) (6), (b) (7)(C) attempted to hand it to me but it was on a stretchy band. As (b) (6), (b) (7)(C) came to the back, (b) (6), (b) (7)(C) once again stated (b) (6), (b) (7)(C) didn't need this, took (b) (6), (b) (7)(C) vest and badge off and threw them down. (b) (6), (b) (7)(C) then left and walked away from (b) (6), (b) (7)(C) and I.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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# **TAB 12**

**GM Stockroom  
Store 2208**

**(b) (6), (b) (7)(C) 2016**

# **TAB 13**

**From:** (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) @wal-mart.com>  
**Sent:** Saturday, (b) (6), (b) (7)(C) 2016 4:39 PM  
**To:** (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)  
**Subject:** Associate Gain

(b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 6/16 around 3pm Supervisor (b) (6), (b) (7)(C) called me to the backroom. When I got back there I saw (b) (6), (b) (7)(C) standing in the main aisle with (b) (6), (b) (7)(C) from the (b) (6), (b) (7)(C). As I got closer to them I could hear (b) (6), (b) (7)(C) tell (b) (6), (b) (7)(C) "I don't need this." (b) (6), (b) (7)(C) looked at me and said here: motioning for me to take (b) (6), (b) (7)(C) badge (b) (6), (b) (7)(C) then said (b) (6), (b) (7)(C) was sick of this and (b) (6), (b) (7)(C) didn't need this. As (b) (6), (b) (7)(C) started to say something to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) took (b) (6), (b) (7)(C) badge and vest and threw it at a pallet that was next to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) walked away from both of us leaving the backroom. I walked over and picked up (b) (6), (b) (7)(C) vest and (b) (6), (b) (7)(C) picked up (b) (6), (b) (7)(C) badge and handed it to me. I asked (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) was upset about and (b) (6), (b) (7)(C) said that it was because there was another associate helping to work in (b) (6), (b) (7)(C) assigned area. I then brought (b) (6), (b) (7)(C) things to the front office and let (b) (6), (b) (7)(C) know what had happened. (b) (6), (b) (7)(C) was gained for walking off the job.

Thank you

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)  
Walmart Store 2208  
1887 Elmira Street  
Sayre, PA 18840

**TAB 14**



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : [REDACTED]

Address (b) (6), (b) (7)(C) US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) 2016 Effective Date: (b) (6), (b) (7) / 2016

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7) / 2016

## Manager Comments

(b) (6), (b) (7)(C) turned over (b) (6), (b) (7)(C) badge and vest to management and walked off the job.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: [REDACTED]	Electronic Acknowledge:	No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2016	Electronic Acknowledge:	Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2016	Electronic Acknowledge:	Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[Print](#) [Close](#)

# **TAB 15**

-----Original Appointment-----

**From:** (b) (6), (b) (7)(C)

**Sent:** Wednesday, (b) (6), (b) (7)(C), 2016 2:51 PM

**To:** (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)

**Subject:** (b) (6), (b) (7)(C) - 2208 associate

**When:** Wednesday, (b) (6), (b) (7)(C), 2016 2:30 PM-3:00 PM (UTC-05:00) Eastern Time (US & Canada).

**Where:** Open Door Call

Follow-up Conversation - (b) (6), (b) (7)(C) 2016

I followed up with (b) (6), (b) (7)(C) today concerning my findings. I explained to (b) (6), (b) (7)(C) that we receive information in many different ways. I explained to (b) (6), (b) (7)(C) that I have statements from other Associates that contradicted some of (b) (6), (b) (7)(C) statement to me earlier in the week and to help me understand why (b) (6), (b) (7)(C) felt taking off (b) (6), (b) (7)(C) vest and badge and throwing it on a pallet and stating (b) (6), (b) (7)(C) "was done" did not mean (b) (6), (b) (7)(C) quit. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) didn't throw (b) (6), (b) (7)(C) badge or (b) (6), (b) (7)(C) vest, that (b) (6), (b) (7)(C) supervisor had asked for it and (b) (6), (b) (7)(C) handed it to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) took it from me. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) didn't quit. (b) (6), (b) (7)(C) went to the personnel office to see what their decision was. I asked for clarification on what that meant and (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was to come and talk to (b) (6), (b) (7)(C) in the office. I asked him why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming to the office. (b) (6), (b) (7)(C) said because I walked away. Again I asked why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming to see (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said because (b) (6), (b) (7)(C) knew I was upset. (b) (6), (b) (7)(C) should have known because (b) (6), (b) (7)(C) has a radio. I really couldn't get to the bottom of why (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was coming nor the comment about the radio. (b) (6), (b) (7)(C) seemed to be getting very agitated. Before I could let (b) (6), (b) (7)(C) know that (b) (6), (b) (7)(C) could certainly open door our conversation to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) hung up on me.

Initial Conversation - (b) (6), (b) (7)(C), 2016

Spoke with (b) (6), (b) (7)(C) today regarding (b) (6), (b) (7)(C) open door. (b) (6), (b) (7)(C) is stating (b) (6), (b) (7)(C) has no idea on why (b) (6), (b) (7)(C) got terminated. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) gave (b) (6), (b) (7)(C) direction to (b) (6), (b) (7)(C) pets all the way to the ladder cart. After (b) (6), (b) (7)(C) was completed with that, (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) what to do. (b) (6), (b) (7)(C) said to help (b) (6), (b) (7)(C) with the remix at 3pm. (b) (6), (b) (7)(C) stating that there were communication issues and (b) (6), (b) (7)(C) started screaming at me saying that (b) (6), (b) (7)(C) overstepped (b) (6), (b) (7)(C) boundaries.

(b) (6), (b) (7)(C) asked for (b) (6), (b) (7)(C) badge and (b) (6), (b) (7)(C) took off (b) (6), (b) (7)(C) badge and handed it over to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) tossed his vest on a pallet. (b) (6), (b) (7)(C) said "I'm done with this situation" and stated that (b) (6), (b) (7)(C) would be in personnel until they made a decision. (b) (6), (b) (7)(C) waited in personnel and when (b) (6), (b) (7)(C) didn't get a response (b) (6), (b) (7)(C) went up to see (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) stating that when (b) (6), (b) (7)(C) went up to see (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) "you have one minute". How can you explain anything in one minute? I tried to explain the situation and (b) (6), (b) (7)(C) kept interrupting me.

I explained to (b) (6), (b) (7)(C) my role in the open door, that I was not the decision maker, but an objective party to see all sides of the situation. I committed to (b) (6), (b) (7)(C) that I would do my best to contact (b) (6), (b) (7)(C) by the end of the week, however, wanted to make sure I was able to speak to all involved. I did ask (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) would like to see have happen and (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) would like to have (b) (6), (b) (7)(C) job back that (b) (6), (b) (7)(C) been working on and off with the company for the past (b) (6), (b) (7)(C) years.

(b) (6), (b) (7)(C)

Scheduled to work paper that day, however, worked in pets (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) got upset because someone else was working in paper. (b) (6), (b) (7)(C) walked in at the end of the conversation and witnessed (b) (6), (b) (7)(C) taking

off (b) (6) badge with (b) (6)'s vest and giving it to (b) (6), (b) (7)(C) I asked (b) (6), (b) (7)(C) to send me (b) (6), (b) (7)(C) statement as well as to view the video, burn it and send me over a summary of what (b) (6), (b) (7)(C) saw.

# **TAB 16**

**From:** (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) n>  
**Sent:** Wednesday, (b) (6), (b) (7)(C), 2016 2:00 PM  
**To:** (b) (6), (b) (7)(C)  
**Subject:** (b) (6), (b) (7)(C) 16 Video

(b) (6), (b) (7)(C)

I reviewed the video with (b) (6), (b) (7)(C). What you can see is (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in the main aisle of the backroom. It appears that the two of them are arguing as you can see both of them waving their arms around. You can see (b) (6), (b) (7)(C) pull (b) (6), (b) (7)(C) badge and motion it toward (b) (6), (b) (7)(C). It is unclear whether (b) (6), (b) (7)(C) holds (b) (6), (b) (7)(C) hand out for it. You can see that they stand there until I enter the backroom at which time (b) (6), (b) (7)(C) starts to walk toward me. (b) (6), (b) (7)(C) starts waving (b) (6), (b) (7)(C) arms around, turns away from me, throws (b) (6), (b) (7)(C) badge down and starts walking away. As (b) (6), (b) (7)(C) is walking (b) (6), (b) (7)(C) takes off (b) (6), (b) (7)(C) vest and throws it and continues to walk out of the backroom.

I had (b) (6), (b) (7)(C) burn the video.

Thank you

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)  
Walmart Store 2208  
1887 Elmira Street  
Sayre, PA 18840

**TAB 17**

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN #  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held: Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

(b) (6), (b) (7)(C) called the store on (b) (6), (b) (7)(C) 14 to say (b) (6), (b) (7)(C) was terminating employment with Walmart effective immediately. (b) (6), (b) (7)(C) spoke to (b) (6), (b) (7)(C) at 12:30pm.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

2014 11 05



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone : (b) (6), (b) (7)(C)

Facility # : 2208 Division # : 24 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)/2014 Effective Date: (b) (6), (b) (7)/2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)/2014

## Manager Comments

(b) (6), (b) (7)(C) told management (b) (6), (b) (7)(C) was done with working as (b) (6), (b) (7)(C) effective (b) (6), (b) (7)/14. (b) (6), (b) (7)(C) would not be available to work out a notice.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

Associate was very rude in front of customers and was spoken to about this matter and walked off job.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

After being moved to days (b) (6), (b) (7)(C) stopped coming to work.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

(b) (6), (b) (7)(C) called and quit over the phone. (b) (6), (b) (7)(C) talked with (b) (6), (b) (7)(C)

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: _____	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held: Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

While having a productivity talk with (b) (6), (b) (7)(C) he said (b) (6), (b) (7)(C) no longer wanted to work here and walked out

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: _____	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : _____	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #:2208 Division # : 24 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)/2014 Effective Date: (b) (6), (b) (7)/2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)/2014

## Manager Comments

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : AUSTIN H (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)/2014 Effective Date: (b) (6), (b) (7)/2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☒ Badge ☐ Discount Card ☐ Membership Card ☒ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)/2014

## Manager Comments

(b) (6), (b) (7) turned in (b) (6) badge and stated that (b) (6) no longer wished to work at Walmart.

## Signatures

Associate Name :	(b) (6), (b) (7)(C)	Date:		Electronic Acknowledge:	No
Supervisor Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)/2014	Electronic Acknowledge:	Yes
Witness Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)/2014	Electronic Acknowledge:	Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : [REDACTED]

Address : [REDACTED] US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7) / 2014 Effective Date: (b) (6), (b) (7) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

- ☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt
- ☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7) / 2014

## Manager Comments

(b) (6), (b) (7) left work on (b) (6), (b) (7) / 2014 and never came back.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: [REDACTED]	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[REDACTED]



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C)/2014 Effective Date: (b) (6), (b) (7)(C)/2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☒ Badge ☐ Discount Card ☐ Membership Card ☒ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C)/2014

## Manager Comments

(b) (6), (b) (7)(C) LEFT SUNDAY NIGHT THE (b) (6), (b) (7)(C) WITHOUT NOTIFYING MANAGEMENT TEAM

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)/2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)/2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

Associate walked off the job, told csm they'd had enough and that they were quitting. Associate was also on 3rd level coaching, with poor attendance, currently at 8.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)/2014 Effective Date: (b) (6), (b) (7)/2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)/2014

## Manager Comments

aSSOCIATE Clocked IN 11:30AM MONDAY (b) (6), (b) (7)-14. ASSOCIATE AFTER HAVING GONE ON BREAK, LEFT WITHOUT TELLING MANAGEMENT OR CLOCKING OUT. ASSOCIATE HAD BEEN REHIRED (b) (6), (b) (7)-14, HERE LESS THAN 90 DAYS, 6 ABSENCES, 2 NO CALL NO SHOWS, (b) (6), (b) (7) AND (b) (6), (b) (7).

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2014	Electronic Acknowledge: Yes

Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN #  
Associate Information

(b) (6), (b) (7)(C)

Associate Name: (b) (6), (b) (7)(C) WIN (b) (6), (b) (7)(C) SSN #: [REDACTED]

Address: [REDACTED] US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2014 Effective Date: (b) (6), (b) (7)(C) / 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2014

## Manager Comments

(b) (6), (b) (7)(C) WALKED UP TO (b) (6), (b) (7)(C) AND QUIT

## Signatures

Associate Name (b) (6), (b) (7)(C)	Date: [REDACTED]	Electronic Acknowledge:	No
Supervisor Name (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge:	Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2014	Electronic Acknowledge:	Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[REDACTED]

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # [REDACTED]  
Associate Information

Associate Name : [REDACTED] WIN : [REDACTED] SSN # : [REDACTED]

Address : [REDACTED] US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: [REDACTED] 2014 Effective Date: [REDACTED] 2014

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: [REDACTED] 2014

## Manager Comments

[REDACTED] WALKED OFF THE JOB AND THROUGH [REDACTED] BADGE AT [REDACTED]

## Signatures

Associate Name : [REDACTED]	Date: [REDACTED]	Electronic Acknowledge:	No
Supervisor Name : [REDACTED]	Date: [REDACTED] 2014	Electronic Acknowledge:	Yes
Witness Name : [REDACTED]	Date: [REDACTED] 2014	Electronic Acknowledge:	Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	[REDACTED]
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[REDACTED]

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)/2015 Effective Date: (b) (6), (b) (7)/2015

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☒ Badge ☐ Discount Card ☐ Membership Card ☒ Company Issued Clothings ☐ Weight Belt

☒ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)/2015

## Manager Comments

(b) (6), (b) (7)(C) was assigned to work (b) (6), (b) (7)(C) and was clocked in to work a shift from 10AM until 7PM. After assigning (b) (6), (b) (7)(C) to work with (b) (6), (b) (7)(C) and giving (b) (6), (b) (7)(C) a schedule in (b) (6), (b) (7)(C) including granting (b) (6), (b) (7)(C) days off, (b) (6), (b) (7)(C) walked out of (b) (6), (b) (7)(C) assigned area and advised Management (b) (6), (b) (7)(C) wasn't going to continue working. I spoke with (b) (6), (b) (7)(C) who stated (b) (6), (b) (7)(C) was told (b) (6), (b) (7)(C) could work only (b) (6), (b) (7)(C) and several times advised me (b) (6), (b) (7)(C) would not work the assignments I gave (b) (6), (b) (7)(C). I clarified with (b) (6), (b) (7)(C) and asked several times if (b) (6), (b) (7)(C) was willing to work the assignment given to (b) (6), (b) (7)(C) and the schedule given to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) refused. (b) (6), (b) (7)(C) then left (b) (6), (b) (7)(C) company Badge and vest and walked out.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: _____	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)/2015	Electronic Acknowledge: Yes
Witness Name : _____	Date: _____	Electronic Acknowledge: No

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)



## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7) / 2015 Effective Date: (b) (6), (b) (7) / 2015

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7) / 2015

## Manager Comments

(b) (6), (b) (7) WALKED OFF THE JOB ON (b) (6), (b) (7) / 2015.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: Yes
Witness Name :	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7) / 2015 Effective Date: (b) (6), (b) (7) / 2015

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7) / 2015

## Manager Comments

(b) (6), (b) (7)(C) came to work on (b) (6), (b) (7)(C) scheduled day and turned in (b) (6), (b) (7)(C) company issued vest and radio. (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) was offered another job somewhere making more money. (b) (6), (b) (7)(C) refused to work (b) (6), (b) (7)(C) schedule out and left.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: Yes
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: Yes
Witness Name :	Date: (b) (6), (b) (7) / 2015	Electronic Acknowledge: Yes

Provided below is important information related to your separation...

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)





## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : (b) (6), (b) (7)(C)

Address : (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #:2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) / 2016 Effective Date: (b) (6), (b) (7)(C) / 2016

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehireable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2016

## Manager Comments

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2016	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2016	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2016	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name: (b) (6), (b) (7)(C) WIN: (b) (6), (b) (7)(C) SSN #: (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C) US Phone: (b) (6), (b) (7)(C)

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7)(C) 2016 Effective Date: (b) (6), (b) (7)(C) / 2016

Last Position Held: Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt

☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7)(C) / 2016

## Manager Comments

WALKED OFF THE JOB DURING ORIENTATION.

## Signatures

Associate Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	Electronic Acknowledge: No
Supervisor Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2016	Electronic Acknowledge: Yes
Witness Name: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C) / 2016	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	(b) (6), (b) (7)(C)
LIFE INSURANCE	Conversion of Benefits	(b) (6), (b) (7)(C)
PROFIT SHARING	Account Information	(b) (6), (b) (7)(C)
STOCK OWNERSHIP	Account Information	(b) (6), (b) (7)(C)
401K	Account Information	(b) (6), (b) (7)(C)
RESOURCES FOR LIVING	Counseling Service	(b) (6), (b) (7)(C)

# **TAB 18**

WIN NBR	FIRST NAME	LAST NAME	COACHING NBR	COACHING LVL DESC	REASON TYPE DESC	GIVEN TS	STORE NBR	ASSOC BEHAVIOR	BEHAVIOR IMPACT	EXPECTED BEHAVIOR	ACTION PLAN	CHANGE RSN
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	First Written	Attendance/Punctuality	(b) (6)/2010	2208	As of (b) (6) 2010 (b) (6) has missed 6 days of scheduled work	When associates do not come to work on their scheduled shifts it affects the overall morale of all associates and increases the work load for associates making up for the work time lost by the associate missing.	We expect all of our associates to be at work and ontime for every scheduled shift.	None	
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	Second Written	Attendance/Punctuality	(b) (6)/2010	2208	As of (b) (6) 2010 (b) (6) has missed 8 days of scheduled work	When associates are not at work it affects the overall morale of all associates. It also creates a burden on other associates to pick up for work lost by the associate not being at work	We expect all of our associates to be at work and ontime for every scheduled work shift	In (b) (6) 2010 I had a family tragedy, and in (b) (6) 2010, a family medical emergency. I have talked with (b) (6), (b) (7) (C) with the open door policy. The following dates will be submitted to be correct: (b) (6), (b) (7) (C), 2010 and also (b) (6), (b) (7) (C), 2010.	The Associate has checked the Action Points and Expected Behavior Box and or completed the I Acknowledge button
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	Second Written	Attendance/Punctuality	(b) (6)/2012	2208	Associate was a no call/ no show on Saturday (b) (6), (b) (6) and Sunday (b) (6), (b) (7). After investigation, I found that (b) (6) had put in for several days acrossed that weekend and I had denied them with the notation that (b) (6) needed to speak with Management. I never heard anything from (b) (6) on the matter. I found that (b) (6) had resubmitted those two days specifically just three days prior (b) (6) not once came and discussed this with me. I had also sat down with (b) (6) just two days earlier and had changed (b) (6) hours for days that I asked (b) (6) to cover and (b) (6) had the opportunity then to discuss the matter and didnt.	(b) (6) impacted (b) (6) kept by others in other depts covering for (b) (6) shifts which pulled them from their areas causing a chain reaction.	In the event that an associate has requested time off, it is up to the associate to confirm that they were either approved or denied those days. They are to put in for time off in a timely manner atleast two weeks prior to the requested day off. If there is any question on a specific day communication is a must. At any point when you are on a schedule it is your duty to call IVR and the store to notify a member of management that you will not be in.		
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	First Written	Attendance/Punctuality	(b) (6)/2014	2208	On (b) (6)/2014 (b) (6) has had four unapproved absences on the following dates: (b) (6)/2013, (b) (6)/13, (b) (6)/2013, (b) (6)/2013, and on (b) (6)/2013. (b) (6) ATTENDANCE IS BELOW COMPANY AVERAGE. (b) (6) HAS MISSED QUITE A FEW DAYS AND WAS VERBALED ON (b) (6) AS WELL AS (b) (6) 2000 (b) (6), (b) (6) TARDINESS HAS BEEN AN ISSUE AS WELL AS (b) (6) UNAPPROVED LEAVING EARLIES.	When (b) (6) does not work (b) (6) assigned shifts it can place an increased workload on (b) (6) fellow associates as well as negatively impact the Dept. standards.	(b) (6) is expected to work (b) (6) assigned shifts and not miss more than three scheduled days within a six month rolling period as to not exceed company policy.		
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	First Written	Attendance/Punctuality	(b) (6)/2003	2208	(b) (6) WAS VERBALLY COACHED ON (b) (6) 03 REGARDING (b) (6) BELOW STANDARD ATTENDANCE RECORD. SINCE THAT TIME (b) (6) HAS HAD 4 UNAPPROVED ISSUES.	LACK OF COVERAGE. CUSTOMER S NOT BEING WAITED ON IN HIGH VOLUME AREA.	FOLLOW SCHEDULE, SHOW UP ON TIME.	None	
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	Second Written	Attendance/Punctuality	(b) (6)/2003	2208	(b) (6) WAS VERBALLY COACHED ON (b) (6) 03 REGARDING (b) (6) BELOW STANDARD ATTENDANCE RECORD. SINCE THAT TIME (b) (6) HAS HAD 4 UNAPPROVED ISSUES.	(b) (6), (b) (6) ATTENDANCE IS STILL BELOW WALMART S STANDARD. ON A STORE LEVEL, YOU CAN SEE THAT WE HAVE BEEN VERY SUPPORTIVE AND APPROVED 13 OTHER ISSUES. THE COVERAGE IS LACKING IN THAT PARTICULAR DEPARTMENT WHEN (b) (6) IS NOT HERE.	FOLLOW SCHEDULE. CALL ASSISTANT IF YOU NEED ANY HELP WITH ANY ISSUES.	I understand	
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	Second Written	Attendance/Punctuality	(b) (6)/2003	2208	(b) (6) WAS VERBALLY COACHED ON (b) (6) 03 REGARDING (b) (6) BELOW STANDARD ATTENDANCE RECORD. SINCE THAT TIME (b) (6) HAS HAD 4 UNAPPROVED ISSUES.	(b) (6), (b) (6) ATTENDANCE IS STILL BELOW WALMART S STANDARD. ON A STORE LEVEL, YOU CAN SEE THAT WE HAVE BEEN VERY SUPPORTIVE AND APPROVED 13 OTHER ISSUES. THE COVERAGE IS LACKING IN THAT PARTICULAR DEPARTMENT WHEN (b) (6) IS NOT HERE.	FOLLOW SCHEDULE. CALL ASSISTANT IF YOU NEED ANY HELP WITH ANY ISSUES.	None	
(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	(b) (6), (b) (7) (D), (b) (6), (b) (7) (C)	First Written	Break and Meal Periods	(b) (6)/2014	2208	On (b) (6), (b) (7) 2014 (b) (6) was observed on CCTV going outside on (b) (6) first break at 11:30am and came back in at 11:41am. Less than an hour later it was also observed that (b) (6) went outside again for another break. This is a violation of the Break and Meal Policy.	When issues like this occur it creates a business hardship. It also causes a greater work load on fellow associates. It also takes (b) (6), (b) (6) off of the floor missing potential shoplifters which creates potential shrink.	(b) (6), (b) (6) is expected to follow her routines flawlessly. (b) (6), (b) (6) is also expected to follow the Break and Meal Policy to company expectations.		

# **TAB 19**

## New Hire Personnel File Checklist

Associate Name: (b) (6), (b) (7)(C)  
 Person Completing Review: (b) (6), (b) (7)(C)

Hire Date: (b) (6), (b) (7)(C)  
 Record Review Date: (b) (6), (b) (7)(C) - 15

## Personal Information:

Inside Front Cover	Notes
<input checked="" type="checkbox"/> Place the New Hire Personnel File Checklist	
<b>Personal Information</b>	This checklist is to be used to ensure records are complete and accurate for newly hired associates.
<input checked="" type="checkbox"/> Associate Information Form (two pages)	
<input checked="" type="checkbox"/> Reference Check Results	
<input checked="" type="checkbox"/> Non Exempt (Hourly) Supervisor Interview/Skill Rating **	• A single asterisk (*) indicates that the form has changed as of 12/21/2014
<input checked="" type="checkbox"/> Salaried Manager Interview/Skill Rating **	
<input type="checkbox"/> Employment of Minor Consent/Age Verification Form (Minor Only) **	• A double asterisk (**) indicates that the form may not be applicable to all associates
<input type="checkbox"/> Minor School Information Form (Minor Only) **	
<input checked="" type="checkbox"/> Acknowledgement of Alcohol & Drug Abuse Policy	• Place the New Hire Checklist inside the front cover of the folder
<input checked="" type="checkbox"/> W2W Safety Foundations*	
<input checked="" type="checkbox"/> W2W Participant Worksheet *	
<input type="checkbox"/> Temporary Associate Letter	• We have REMOVED 13 Electronic Forms
<b>Availability / Job Description</b>	
<input checked="" type="checkbox"/> Customer Service Scheduling Availability "Applicant" **	
<input checked="" type="checkbox"/> Job Offer Acknowledgement Form	
<input checked="" type="checkbox"/> Job Description	
<b>State / Local / Job Specific Forms</b>	
<input type="checkbox"/> State/County/Locality Withholding Form (s)	
<input type="checkbox"/> Statement of Confidentiality	
<input type="checkbox"/> OTJ Readiness Assessments	
<input type="checkbox"/> TLE Technician Certification Chart (TLE Associates Only) **	
<input type="checkbox"/> TLE Rental Uniform Enrollment Agreement (TLE Associate Only)**	
<input type="checkbox"/> Uniform Return Policy Acknowledgement Form Authorization (Parking Lot Patrol Associates)**	
<input type="checkbox"/> Driver Acknowledgement for Company Vehicles (Parking Lot Patrol Associates) **	
<b>Inside Back Cover</b>	
<input checked="" type="checkbox"/> Application for Employment	
<input checked="" type="checkbox"/> Application Addendum	
<input checked="" type="checkbox"/> Gaps in Employment – Salaried Manager **	
<input checked="" type="checkbox"/> Pre – Screening Answer Sheet	
<input checked="" type="checkbox"/> Additional Employment History**	
<b>Other Associate Records (Maintained in separate files/binders)</b>	
<input checked="" type="checkbox"/> EEO Information Form	
<input checked="" type="checkbox"/> Fair Credit Reporting Act Authorization ( FCRA)	
<input type="checkbox"/> State – Specific Forms	
<input type="checkbox"/> Medical Information	

# Termination Checklist

Associate Name: (b) (6), (b) (7)(C)

Status: (b) (6), (b) (7)(C)

Hire Date: (b) (6), (b) (7)(C)

Div. / Dept. / Job Code: (b) (6), (b) (7)(C)

Associate User ID: (b) (6), (b) (7)(C)

Last Pay Rate \$ 10.00

Termination Date: (b) (6), (b) (7)(C) 1/11/11

Position/ Title: (b) (6), (b) (7)(C)

Initial	Task	Retention Location
(b) (6), (b) (7)(C)	Ensure that a salaried manager has verified there are no pending Electronic Time Adjustment (ETA) requests for this Associate.	N/A
	Ensure that a Salaried Manager has completed the Associate's Exit Interview in the GAIN Application.	N/A
	Ensure all Walmart/Sam's Club property has been collected (e.g. name badge, discount card/membership card).	N/A
	Cancel the associate's Sam's Club Membership Card in the system.	
	Ensure Accounting Office Associate has processed terminated Associate's cash till, if applicable.	N/A
	<b>Separation Notice Facilities ONLY:</b> Provide a copy of the completed Separation Notice to the terminated Associate and attach the original to the GAIN Exit Interview Form. If the Associate is not present, mail a copy of the completed Separation Notice form via certified mail to the Associate's last known address within 3 days of the date of separation.	Terminated Associate Personnel File
	In immediate pay situations, provide a copy of the Walmart Statement of Final Pay created by the GAIN application to the Associate along with the final payout. Retain a signed copy of the Walmart Statement of Final Pay in the terminated Associate's Personnel File. In next payday situations, inform the Associate that his/her final pay check will be available on the next regularly scheduled payday through their normal delivery method. If this is a live paper check, the Associate will need to pick it up at the facility or make alternate arrangements. In immediate pay situations and next payday situations, if the Associate is not present to receive funds, send a letter to the Associate's last known mailing address, informing the Associate that their final payment is ready and available at the facility to pick up. Retain a copy of the mailed letter in the Associate's Personnel File.	Terminated Associate Personnel File
(b) (6), (b) (7)(C)	Retrieve and attach a copy of the Associate's Attendance Tracking Report to the GAIN Exit Interview Form.	Terminated Associate Personnel File
	Retrieve and attach a copy of the Associate's Availability Form to the GAIN Exit Interview Form.	Terminated Associate Personnel File
	If termination is Job Abandonment/Three Days Unreported Absence or Excessive Absences and/or Tardies, attach a copy of the associate's work schedule for the absences and/or tardies as relates to the termination to the GAIN Exit Interview Form.	Terminated Associate Personnel File
	If termination is Job Abandonment/Three Days Unreported Absence or Excessive Absences and/or Tardies attach a copy of the IVR Call-in Log to the GAIN Exit Interview Form. (Walmart Stores only)	Terminated Associate Personnel File
	If applicable, remove the Associate's FCRA form from the Active FCRA Form file/binder. Place form alphabetically in the Inactive FCRA Form binder for the current calendar year.	Inactive FCRA binder-current calendar year
	Pull any forms / paperwork from external binders / files (e.g. state / local forms, Asset Protection Training folder), if applicable and file appropriately. If any of these appear to contain medical information, place in terminated Associate's Medical Information File.	Inactive file or binder (if applicable) or Associate Medical Information File
	Pull any Military or Personal LOA (non-FMLA qualifying) paper from the separate Active or Inactive LOA binders / files. If any of these appear to contain medical information, place in terminated Associate's Medical Information File. (Walmart Stores Only)	Terminated Associate Personnel File or Associate Medical Information File
	Pull any inactive Coaching completed prior to April 21, 2003 from separate file(s) and place in the associate's personnel file.	Terminated Associate Personnel File



Attendance Tracking System  
History Summary Report for 105041107  
For: (b) (6), (b) (7)(C) /2016 through (b) (6), (b) (7)(C) /2016

Run by: (b) (6), (b) (7)(C)  
Run Date: (b) (6), (b) (7)(C) /2016 08:45

Associate: (b) (6), (b) (7)(C)  
Start Date: (b) (6), (b) (7)(C) /2016  
End Date: (b) (6), (b) (7)(C) /2016  
View Selection: History Summary only  
Occurrence Selection: All Exception Types

Total Active Occurrences for Associate: WEST, DAVID R

6.0

Facility: TERMINATED TEAM

WIN	Associate Name	Team	Exception Type	Exception Date	Facility at Time of Exception	Occurrence	Currently Active Yes/No	Date Occurrence is Inactive
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	1.0	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_INC_SHIFT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	0.5	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT	(b) (6), (b) (7)(C) /2016	02208	1.0	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_NO_CALL	(b) (6), (b) (7)(C) /2016	02208	0.0	NO	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	0.5	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_EXTENDED_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	1.0	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_INC_SHIFT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_EXTENDED_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	1.0	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_INC_SHIFT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT	(b) (6), (b) (7)(C) /2016	02208	1.0	YES	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_NO_CALL	(b) (6), (b) (7)(C) /2016	02208	0.0	NO	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_LATE_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	N/A	(b) (6), (b) (7)(C) /2016
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	AT_ABSENT_EARLY_OUT	(b) (6), (b) (7)(C) /2016	02208	0.0	NO	(b) (6), (b) (7)(C) /2017



## AUTHORIZATION FOR BACKGROUND CHECK

After carefully reading this Background Check Disclosure and Authorization form, I authorize Wal-Mart to order a background check report on me that is prepared by a consumer reporting agency. I understand that if I am hired, or if I already work for Wal-Mart, Wal-Mart may rely on this authorization to order additional background check reports during and throughout my employment without asking for my authorization again.

I also authorize the following agencies and entities to disclose to the consumer reporting agency and its agents all information about or concerning me, including, but not limited to: my past or present employers; learning institutions, including colleges and universities; law enforcement and all other federal, state and local agencies; federal, state and local courts; the military; credit bureaus; testing facilities; motor vehicle records agencies; all other private and public sector repositories of information; and, any other person, organization or agency with any information about or concerning me. The information that can be disclosed to the consumer reporting agency and its agents includes, but is not limited to, information about my employment, earnings, education, motor vehicle and criminal history, drug test results, military service, professional credentials, and all other information requested by the agency or its agents.

I also authorize Wal-Mart to share the background check report with its agents. I agree that a facsimile or photocopy of this form is valid just like the original form.

I promise the information that I provided on this form and the attached Criminal History Supplement is true and correct. I understand dishonesty will disqualify me from consideration for employment with Wal-Mart, or if I am hired or work for Wal-Mart, that I may be fired.

Last Name (b) (6), (b) (7)(C) First (b) (6), (b) (7)(C) Middle (b) (6), (b) (7)(C)

Present Street Address (b) (6), (b) (7)(C)

City/State/ZIP (b) (6), (b) (7)(C)

Social Security Number (b) (6), (b) (7)(C)

FOR IDENTIFICATION PURPOSES ONLY: Date of Birth (b) (6), (b) (7)(C) (Month/Day/Year)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Month/Day/Year)

Signature

Date

If you live in, or are seeking work or already work for Wal-Mart in California, Minnesota or Oklahoma, you may check this box if you want a free copy of your background check report: ☐

### CRIMINAL HISTORY SUPPLEMENT

A "Yes" answer to any of these questions will not necessarily disqualify you from consideration for employment or continued employment with Wal-Mart. Wal-Mart gathers this information to help management make safe hiring and personnel decisions.

#### Have you ever been convicted of any crime?

NOTE: Do not include convictions that have been sealed or expunged based on a court order. Also, before answering this question, please read the state specific instructions below if you live in, or are applying for a position or work in, California, Connecticut, the District of Columbia, Georgia, Hawaii, Massachusetts, New York or Washington State.

Yes ☐ No ☐ Explain any "Yes" answer.

(b) (6), (b) (7)(C)

*If additional space is needed, use the back of the page.*

#### Are charges pending against you in any court?

NOTE: Wal-Mart will only consider this information in accordance with applicable law.

Yes ☐ No ☐ Explain any "Yes" answer.

(b) (6), (b) (7)(C)

*If additional space is needed, use the back of the page.*

**This section is to be filled in by the Personnel Associate.**

Facility # \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Position that you are considering this person for (check one):

- ☐ A Loss Prevention/Asset Protection position (e.g., Asset Protection Associate, Distribution Center AP Manager, etc.)
- ☐ Other position(s) in the facility (e.g., Sales floor Associate, Cashier, Office Associate, etc.)

List the job code that you are submitting this candidate for:

DIV \_\_\_\_\_ / DEPT \_\_\_\_\_ / JOB CODE \_\_\_\_\_

**TO BE COMPLETED BY ASSOCIATE**  
**EEO INFORMATION**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Name:

Birth Date:

Wal-Mart is an Equal Opportunity Employer and does not make employment decisions based upon race, color, ancestry, ethnicity, religion, sex, pregnancy, national origin, age, disability, marital status, veteran status, sexual orientation, or any other legally protected status. We provide information regarding the make-up of our workforce including race and gender to the Equal Employment Opportunity Commission annually. In order to provide the most accurate and reliable information, please complete this page. **COMPLETION OF THE FOLLOWING INFORMATION IS ENTIRELY VOLUNTARY. YOU ARE UNDER NO OBLIGATION TO PROVIDE THIS INFORMATION.**

Female

Male

Choose Not to Identify

**White or Caucasian** (Not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**African American or Black** (Not Hispanic or Latino) – A person having origins in any of the black racial groups of Africa.

**Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**Native American Indian or Alaska Native** (Not Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (Including Central America), and who maintain tribal affiliation or community attachment.

**Asian** (Not Hispanic or Latino) – A persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Other Pacific Islander or Native Hawaiian** (Not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Two or More Races** (Not Hispanic or Latino) – All persons who identify with more than one of the above five races.

**Choose Not to Identify**

*If you choose not to personally provide the information, the U.S. government still requires that we submit race/ethnicity and gender information for each of our Associates.*

Attendance Tracking System  
Occurrence Balance Report

(b) (6), (b) (7) /2016 through (b) (6), (b) (7) /2016

Run by: (b) (6), (b) (7)(C)  
Run Date: (b) (6), (b) (7) /2016 08:43

Associate: (b) (6), (b) (7)(C)  
Start Date: (b) (6), (b) (7) /2016  
End Date: (b) (6), (b) (7) /2016

Facility	WIN	Associate Name	Team	Total Occurrences	Termination Date	Occurrence Balance on
02208	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	6.0		(b) (6), (b) (7) /2016
02208	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	02208-01-930	6.0	(b) (6), (b) (7) /2016	(b) (6), (b) (7) /2016

M  
D

## Associate Information Form

The following information is requested solely for record-keeping purposes and will not be used in any decision affecting your continued status as an Associate of Wal-Mart Stores, Inc.

Date (b) (6), (b) (7)(C) SSN: [REDACTED] Birth Date [REDACTED]

**Name (as it appears on your Social Security Card) and Contact Information**

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(Last Name) (First Name) (Middle Initial)

Name to appear on Name Badge (b) (6), (b) (7)(C)

Street Address: (b) (6), (b) (7)(C) Apt. #       

City: (b) (6), (b) (7)(C) State (b) (6), (b) (7)(C) Zip Code (b) (6), (b) (7)(C)

Home Phone (b) (6), (b) (7)(C) Alternate Phone: (b) (6), (b) (7)(C)

Work Phone (b) (6), (b) (7)(C)

County (b) (6), (b) (7)(C) Country       

**Emergency Contact Information**

Primary Contact

Name (b) (6), (b) (7)(C)  
Address [REDACTED]  
City/State [REDACTED]  
Zip Code [REDACTED]  
Telephone [REDACTED]

Secondary Contact (Optional)

Name         
Address         
City/State         
Zip Code         
Telephone       

**THE ASSOCIATE AND WAL-MART STORES, INC. ACKNOWLEDGE THAT THIS FORM DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT OR ANY OTHER CONTRACTUAL COMMITMENT. EMPLOYMENT WITH WAL-MART IS ON AN AT-WILL BASIS, WHICH MEANS THAT EITHER WAL-MART OR THE ASSOCIATE IS FREE TO TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME FOR ANY OR NO REASON, CONSISTENT WITH APPLICABLE LAW.**

**ASSOCIATES DO NOT WRITE ON THIS PAGE  
TO BE COMPLETED BY THE PERSONNEL ASSOCIATE**

Associate Name: (b) (6), (b) (7)(C)

**SMART System only**

Facility Number: 2302

Associate ID Number: (b) (6), (b) (7)(C)

Hire Date: (b) (6), (b) (7)(C)  
(MM/DD/YY)

Associate Status: Part-time  
(FULL-TIME, PART-TIME, PEAK-TIME)

Division Number (b) (6), (b) (7)(C) Depart. Number (b) (6), (b) (7)(C)

Job Code (b) (6), (b) (7)(C) Pay Rate \$19.00

**Logistics T&A only**

Facility No. \_\_\_\_\_ Hire Date: \_\_\_\_\_  
(MM/DD/YY)

Badge No. \_\_\_\_\_ Shift Hours \_\_\_\_\_ Shift Differential \_\_\_\_\_

Scheduled Work Days \_\_\_\_\_ W/E Schedule Pay \_\_\_\_\_ Other Premium Pay \_\_\_\_\_

Account (Work Location) No. \_\_\_\_\_ Operations Code \_\_\_\_\_ Work Area Code \_\_\_\_\_

Job Function Code \_\_\_\_\_ Home Clock \_\_\_\_\_ Access Control \_\_\_\_\_

Associate Status \_\_\_\_\_ Schedule No. \_\_\_\_\_ Pay Rules \_\_\_\_\_

Pay Code \_\_\_\_\_ Pay Change \_\_\_\_\_ Work Class \_\_\_\_\_ Wage Class \_\_\_\_\_ Pay Rate \_\_\_\_\_

Base Rate \_\_\_\_\_ **Withholding Tax Information – Use Associate Federal/State/Local Forms**

**License Information for OTR/Yard/City-Local Drivers and Managers  
Non-Clerical Service Shop and Refurb Shop Associates**

Driver's License State \_\_\_\_\_

Driver's License # \_\_\_\_\_

Driver's License Expiration Date \_\_\_\_\_

Physical Examination Due Date \_\_\_\_\_

(Only to be completed by CDL Licensed Driver)

Information in T&A \_\_\_\_\_  
Date/Initials

Driver Information in VDS \_\_\_\_\_  
Date/Initials

## Reference Check Results

### Applicant Information

First Name: (b) (6), (b) (7)(C) Last Name: (b) (6), (b) (7)(C) Application Date: (b) (6), (b) (7)(C) 2015

### Employment References

### Professional References

(b) (6), (b) (7)(C)

Questions Asked	Responses
Do you have any reason to believe that the applicant is dishonest or lacks integrity?	Cannot Comment
Do you have any reason to believe that the applicant is in any way not suitable to fill the position for which he/she has applied?	Cannot Comment
Do you have any reason to believe that the applicant poses a threat of violence to employees, customers or others in the workplace?	Cannot Comment

(b) (6), (b) (7)(C)

Questions Asked	Responses
Do you have any reason to believe that the applicant is dishonest or lacks integrity?	Cannot Comment
Do you have any reason to believe that the applicant is in any way not suitable to fill the position for which he/she has applied?	Cannot Comment
Do you have any reason to believe that the applicant poses a threat of violence to employees, customers or others in the workplace?	Cannot Comment



## Alcohol and Drug Free Workplace Policy

### ACKNOWLEDGEMENT OF RECEIPT OF NOTICE OF WALMART'S ALCOHOL AND DRUG FREE WORKPLACE POLICY

I have received and read a copy of the Notice of Wal-Mart Stores, Inc., Alcohol and Drug Free Workplace Policy ("policy"). I understand that drug/alcohol testing under the policy may consist of the taking of urine and/or blood samples or any other medically recognized test designed to detect traceable amounts of drugs/alcohol in the body. Any initial positive test result will be confirmed by the Gas Chromatography/Mass Spectrometry method.

I understand that if testing indicates the presence of illegal drugs or abuse of prescription drugs in my body at a detectable level, and there is no valid medical explanation approved by the Medical Review Officer, I will be terminated and will not be eligible for rehire, where allowed by law.

I further understand that I may be tested for alcohol. Any associate testing at or above the equivalent of .04% blood alcohol content will be considered under the influence, and will be terminated and will not be eligible for rehire, where allowed by law.

I understand that, as permitted by state law, Walmart associates will be drug tested when being considered for promotion into management, when transferring to a safety sensitive position, when suspected of violating the Alcohol and Drug Free Workplace Policy, and when involved in an accident at work. I further understand that associates in certain positions, including Department of Transportation certified, safety-sensitive positions and Field Logistics, may be randomly drug screened. I understand that Walmart may also conduct drug tests of certain associates (typically Pharmacy and Asset Protection associates) who are at the time employed or working in a facility that experiences an unexplained shortage of a controlled substance ("drug diversion testing").

I understand that Walmart associates who refuse to submit to a required drug/alcohol screen, refuse to timely submit a specimen for testing, otherwise refuse to comply with testing requirements, or engage in conduct prohibited by the policy will be terminated and will not be eligible for re-hire.

I hereby acknowledge receiving notice of the Alcohol and Drug Free Workplace Policy and procedures and that Walmart will use the results of any drug/alcohol test in determining my continued employment with this company. I understand this is not a contract for employment and that I remain "terminable at will" and free to resign at any time I wish.

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

Associate Signature

(b) (6), (b) (7)(C)

Associate Printed Name

Neither this document nor any information referred to herein create an express or implied contract of employment or any other contractual commitment, and Walmart may modify such information at its sole discretion without notice, at any time, consistent with applicable law.





## Welcome to Walmart Safety Training Checklist

Complete the following checklist: Safety Training Checklist (aka Safety Foundations Checklist) after Welcome to Walmart and have approved by the APM/Safety Team Representative.

### Store Tour

I participated in a tour of my store and was shown the following locations/items based on my store

- |   |  |  |
|---|--|--|
| <ul style="list-style-type: none"><li>• Safety Board</li><li>• Hazardous Waste Storage Area</li><li>• Lockers &amp; Personal Responsibility</li><li>• Backroom Receiving (Grocery &amp; GM)</li></ul> | <ul style="list-style-type: none"><li>• Fire Exits/Fire Extinguishers</li><li>• Baler/Compactor Location(s)</li><li>• Claims Dept</li><li>• Spill Clean Up Station</li></ul> | <ul style="list-style-type: none"><li>• Safety Action Plan</li><li>• Eye Wash Station Location(s)</li><li>• First Aid Kit Location</li></ul> |
|---|--|--|

### Emergency Procedures

- ☒ I reviewed the Emergency Procedures (as outlined in the Emergency Procedures flip chart).
- ☒ I received instruction on the location of first aid kits.
- ☒ I received instruction regarding each coded emergency procedure and the role of associates in each.
- ☒ I reviewed the evacuation map and identified the nearest exits and exact meeting place outside the building in the event of an emergency.
- ☒ I participated in a discussion with a member of management regarding robbery protocol.

### Hazard Communication – PPE – SDS – Chemicals Used (not sold)

- ☒ I observed how to access Safety Data Sheets (SDS) on the WIRE and received instruction on how to read SDS.
- ☒ I observed the location of Personal Protective Equipment (PPE) and where additional supplies can be located.
- ☒ I received instructions on how to use Personal Protective Equipment (PPE) such as goggles, aprons and gloves.
- ☒ I observed a demonstration of how to properly use an eye wash station.

### Proper Lifting Techniques

- ☒ I observed a demonstration of proper lifting techniques. I understand what items require a team lift and how to request one.
- ☒ I participated in a discussion concerning the importance of stretching before shifts and observed a demonstration of stretching exercises.

### Proper Use of Box Cutter

- ☒ I received instruction on the proper use of the box cutter and observed a demonstration of how to correctly use the box cutter (opening boxes, blade position, changing blade, blade disposal).
- ☒ I acknowledge the requirement to only use Walmart-issued box cutters.

### Fire Safety

- ☒ Fire Exits – I received instruction on the importance of keeping fire exits and pathways leading to and away from fire exits unblocked.
- ☒ Fire Extinguishers – I received instruction on the location of fire extinguishers, how to use a fire extinguisher, and acknowledge that in the event of an actual fire, I am not required to attempt to extinguish it.

### Spill Station

- ☒ I observed a demonstration of the proper use of a "Spill Absorbent Station".
- ☒ I received instruction for using the Spill Cleanup Guidelines.

### HAZWASTE Station

- ☒ I received instruction on the following:
  - Location of HAZWASTE station
  - Proper use of each colored HAZWASTE container
  - Location of personal protective equipment (PPE)
  - Location of the eye wash stations

### Safety Initiatives

- ☒ I received instruction on Stocking Guidelines and the purpose of the Safety Sweep Program.
- ☒ I observed demonstrations on the following:
  - Securing merchandise using fixtures such as snap rails and tools and safety ties
  - Performing a "bump test"

### Ladder Usage

- ☒ I received instruction on the rules of ladder usage and acknowledge that is against company policy to climb on the steel racks or any warehouse rack.
- ☒ I observed a demonstration of how to use a ladder.

### Hazardous Work Restrictions

- ☒ I acknowledge that I have an understanding of the Employment of Minors Policy, with regards to Hazardous Work Restrictions.
- ☒ I acknowledge that any associate under 18 years of age may not be assigned nor perform work deemed to be hazardous (unless specified by state law). Prohibited work includes, but is not limited to operating the following equipment:

- |   |   |   |   |
|---|---|---|---|
| <ul style="list-style-type: none"><li>• Forklifts</li><li>• Scissor Lifts</li><li>• Walkie Stackers</li></ul> | <ul style="list-style-type: none"><li>• Electric Pallet Jacks</li><li>• Compactors</li><li>• Balers</li></ul> | <ul style="list-style-type: none"><li>• Key Machines</li><li>• Paint Machines</li><li>• Vehicle Lifts</li></ul> | <ul style="list-style-type: none"><li>• Meat/Deli Slicers</li><li>• Bakery Machines</li><li>• Tire Balancers &amp; Changing Machine</li></ul> |
|---|---|---|---|

Associates are our #1 asset and their safety and well being is a priority. We expect our associates to advise management of ANY unsafe conditions that may exist within their store. By correcting hazards in a timely manner, we can minimize the chance of accidents that could result in serious injuries.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Safety Team Representative Signature



## Welcome to Walmart Participant Worksheet (Checklist)

Associat **(b) (6), (b) (7)(C)** Personnel Associate: **(b) (6), (b) (7)(C)** Date: **(b) (6), (b) (7)(C)**

### Employment Paperwork

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Readiness Guide (aka Get Ready Guide)  | <input checked="" type="checkbox"/> W-4 Form/Document (completed online)                 |
| <input checked="" type="checkbox"/> Associate Information Form             | <input checked="" type="checkbox"/> Employment Eligibility Form : I-9 (completed online) |
| <input checked="" type="checkbox"/> Time Adjustment Form                   | <input checked="" type="checkbox"/> WOTC Screening (completed online)                    |
| <input checked="" type="checkbox"/> Alcohol and Drug Free Workplace Policy | <input checked="" type="checkbox"/> Minor School Information Form (if applicable)        |
| <input checked="" type="checkbox"/> EEO Information Form (voluntary)       | <input checked="" type="checkbox"/> State Tax Credit Form (if applicable)                |
| <input checked="" type="checkbox"/> Safety Checklist                       | <input checked="" type="checkbox"/> Other State-Specific Forms (if applicable)           |

### Orientation

#### OUR Purpose, OUR Beliefs & Behaviors

- ☒ Our History & Milestones
- ☒ Our Purpose & Our Beliefs and Behaviors
- ☒ Delight the Customer & Customer Expectations

#### YOUR Role (MY Role)

- ☒ 10 Foot Rule & Sundown Rule
- ☒ Open Door Process & Contacts
- ☒ Dress Code Expectations
  - Clothing, Shoes, and Vest Expectations
  - Display & Reporting Lost or Stolen Badge
  - Personal Hygiene
  - Requirements for Tattoos, Facial Jewelry

#### MY Money

- ☒ Receiving & Viewing My Paycheck
- ☒ Scheduling & Open Shifts
- ☒ Using the Time Clock
- ☒ Breaks, Meal Periods, and Days of Rest
- ☒ Working off the Clock\*
- ☒ Attendance & Punctuality\*
- ☒ Associate Discount Card

#### MY Health

- ☒ Healthy Living Resources
- ☒ Benefits Resources (i.e. Contact, etc)
- ☒ Leave of Absence Overview\*
- ☒ FMLA Overview\*
- ☒ Accommodations\*

#### MY Education

- ☒ Life Long Learning

#### YOUR Career & Community

- ☒ Opportunities
- ☒ Store of the Community
- ☒ Associate Critical Need Trust (ACNT)

#### MY Store

- ☒ Three (3) Major Store Areas
- ☒ Store Associate Structure

#### Meet YOUR Store Manager

- ☒ Welcome
- ☒ My Story
- ☒ Your Career(s)
- ☒ Expectations
  - Delighting the Customer
  - Attendance & Punctuality
  - Coaching & Disciplinary Actions
- ☒ Open Door
- ☒ Grass Roots/AES
- ☒ My Voice, My Future, My Walmart (formerly Protecting Your Signature)

#### WE Care About YOU

- ☒ Investigation/Detention of Shoplifters Policy\*
  - AP-09 Overview
- ☒ Violence-Free Workplace Policy
  - Parking Lot Do's and Don'ts
- ☒ Statement of Ethics\*
  - Guiding Principles
  - Gifts & Entertainment
  - Personal Relationships
  - Discrimination & Harassment
  - Global Ethics Office
- ☒ My Voice, My Future, My Walmart (formerly Protecting Your Signature)
- ☒ What Do I Do? Activity

Information denoted with an asterisk (\*) is content that I will receive additional training on through CBL (Computer Based Learning) Modules such as Statement of Ethics, Workplace Respect, AP-09

**(b) (6), (b) (7)(C)**

**(b) (6), (b) (7)(C)**

Associate Signature

Personnel Associate Signature

Date

Associate must complete this document. Sign and date above, and file in associate's personnel file.

Date: (b) (6), (b) (7)(C)

Applicant: (b) (6), (b) (7)(C)

Interviewer: (b) (6), (b) (7)(C)

**BUILD RAPPORT:**

- Greet and thank the applicant for their interest in Wal-Mart.
- Introduce yourself and briefly explain your role in the workplace.
- Briefly explain the responsibilities of the job you are interviewing for.
- Tell the applicant that you will be asking questions based on skills necessary for the job, and you will be asking questions to help them focus on specific details of their work related experiences.

**REVIEW APPLICATION:**

- Verify that work history and reference information is accurate and complete. If a Gaps in Employment form prints, ask the applicant to explain any gaps in employment and simply check the box [ ] "Explained" or "Not Explained" on the printout. Do not write any notes or explanations on the form.

**INSTRUCTIONS:**

- Ask only the questions that are listed on the worksheets.
- Stay focused and be respectful of the applicant's time to ensure that the interview is thorough and is completed in a timely manner.
- Be patient, allow the applicant time to think and respond to questions.
- Be thorough and consistent with each question.
- Listen closely to the responses and ensure that their answers give specific examples of their experiences.
- Do NOT take notes at any time during the interview.
- After each question has been answered, make a check mark next to the response that best fits their answer:

- (R) **Role Model** Described performance that set the standard of excellence and exceeded the requirements of the job.

- (E) **Exceeds Expectations** Described performance that exceeded some of the requirements of the job, but did not fully meet the standards of excellence.

- (S) **Solid Performer** Described performance that fully met the requirements of the job.

- (D) **Development Needed** Described performance that required improvement or not fully meet the requirements of the job.

- (B) **Below Expectations** Described performance that was clearly below the requirements of the job.

- Once all questions have been completed, transfer each competency score from the OVERALL RATING to the SKILL RATING PAGE.
- Key the information from the SKILL RATING PAGE into the Career Preference system.
- Return the entire interview packet to Personnel, ensuring that the document retention policy is followed.

**Judgment: Make Effective Choices:** Uses policies, procedures, and/or guides to make good choices. Uses data and facts in order to make day-to-day decisions and involves others as needed. Recognizes what might be a problem and informs those who can correct it.

**Question #1**

Describe a time when you resolved a problem that made it easier for you to get your work done. What was the problem? How did you identify the problem? What steps did you take to solve the problem? What information, policies, or procedures did you use to solve the problem? How did you know the solution was a good one? What was the outcome?

**Question #2**

Describe a time when you identified a small problem and fixed it before it became a major problem. What was the situation? What steps did you take to solve the problem? What information, policies, or procedures did you use to solve the problem? What was the outcome? What, if anything, would you have done differently?

<b>(R)</b> Role Model	<input type="checkbox"/> Located, understood, and used the right policies, procedures, and/or guides to make decisions that exceeded expectations. Got facts, information, and data from many sources and used them to set priorities, come up with ideas, make decisions, and involve others as needed. Quickly identified what might be a problem and what might cause it, and then corrected the problem or clearly explained it to those who could correct it.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Used policies, procedures, and/or guides to make good choices. Used data and facts in order to make day-to-day decisions and involved others as needed. Recognized what might be a problem and informed those who could correct it.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not use policies, procedures, and/or guides when making choices. Did not use facts in order to make day-to-day decisions and/or did not involve others as needed. Did not recognize what might be a problem and/or inform those who can correct it.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Judgment: Make Effective Choices (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>
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**Customer Centered: Serve the Customer:** Shows care and concern when serving our Associates and Customers. Asks questions in order to understand Associate and Customer needs. Uses policies and information in order to exceed Associate and Customer expectations. Finds and uses the right resources (people, products, tools) at the right time in order to resolve Associate and Customer requests.

**Question #1**

Describe a time when you effectively resolved another person's request. What was the situation? What information did you gather to assist in resolving the request? Who did you involve? What was the person's reaction?

**Question #2**

Tell me about a time when you went above and beyond the call of duty to complete someone's challenging request. Why was it challenging? How did you determine the correct steps to take? What questions did you ask to make sure you understood the person's needs? What was the person's reaction to the help you provided?

<b>(R)</b> Role Model	<input type="checkbox"/> Showed care and concern when serving our Associates and Customers in all situations, and taught others to do the same. Asked the right questions in order to determine Associate and Customer needs, and offered solutions that exceeded their needs. Used policies and information in order to exceed Associate and Customer expectations, applying what was learned to improve service and support. Found and used the right resources (people, products, tools) at the right time in order to resolve Associate and Customer needs, and taught others to do the same.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Showed care and concern when serving our Associates and Customers. Asked questions in order to understand and meet Associate and Customer needs. Used policies and information in order to exceed Associate and Customer expectations. Found and used the right resources (people, products, tools) at the right time in order to resolve Associate and Customer requests.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not show care and concern when serving our Associates and Customers. Did not ask questions in order to understand and meet Associate and Customer needs. Did not use policies or information in order to meet or exceed Associate and Customer expectations. Failed to use the right resources (people, products, tools) at the right time in order to resolve Associate and Customer needs.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Customer Centered: Serve the Customer (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>
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**Execution and Results: Get Results:** Ensures work is done correctly. Works on top priorities first. Makes a consistent effort to get results. Meets deadlines. Takes action in order to solve problems so work can be completed in a timely manner.

**Question #1**

Describe a time when you prioritized your tasks to make sure you could complete an assignment or project on time. What was the situation? How did you determine which tasks should be completed first? What steps did you take to make sure the overall assignment was completed on time? What challenges did you face and how did you address them? What was the outcome?

**Question #2**

Tell me about a time when you successfully completed a project or task. What was the situation? What steps did you take to make sure the project or task was completed on time? How did you know that the project or task was successful? What was the outcome?

<b>(R)</b> Role Model	<input type="checkbox"/> Ensured work was done correctly from start to finish and helped others do the same. Identified top priorities and completed them properly and ahead of schedule. Took action in order to get the work done in a way that exceeded desired results through consistent effort. Completed work ahead of deadlines. Took action in order to correctly solve problems so work could be completed in a timely manner, and helped others do the same.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Ensured work was done correctly. Worked on top priorities first. Made a consistent effort to get results. Met deadlines. Took action in order to solve problems so work could be completed in a timely manner.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not make sure work was done correctly. Did not work on top priorities first. Did not make an effort to get results. Missed deadlines. Did not take action in order to solve problems so work could be completed in a timely manner.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Execution and Results: Get Results (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>
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**Planning and Improvement: Plan for and Improve Work:** Accepts responsibility and meets expectations for own work. Identifies steps needed in order to carry out work as required.

**Question #1**

Describe a time when you had to come up with a plan for completing a task or project on your own. What was the situation? How did you determine what needed to be done? What steps did you take to plan your work? What was the outcome?

**Question #2**

Describe a time when you had a challenging assignment. What steps did you take to complete it? What was the situation? How did you determine the steps needed to complete the assignment? What was the outcome?

<p><b>(R)</b> Role Model</p>	<p><input type="checkbox"/> Sought out and took on additional responsibility in work area; set and achieved high standards for own work. Identified the steps and resources needed in order to carry out work as required, and suggested new ways to complete work.</p>
<p><b>(E)</b> Exceeds Expectations</p>	<p><input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.</p>
<p><b>(S)</b> Solid Performer</p>	<p><input type="checkbox"/> Accepted responsibility and met expectations for own work. Identified steps needed in order to carry out work as required.</p>
<p><b>(D)</b> Development Needed</p>	<p><input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.</p>
<p><b>(B)</b> Below Expectations</p>	<p><input type="checkbox"/> Did not accept responsibility or meet expectations for own work. Failed to identify the steps needed in order to meet work requirements.</p>

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<p><b>OVERALL RATING - Planning and Improvement: Plan for and Improve Work</b> (circle one)</p>	<p><b>(R)</b> Role Model</p>	<p><b>(E)</b> Exceeds Expectations</p>	<p><b>(S)</b> Solid Performer</p>	<p><b>(D)</b> Development Needed</p>	<p><b>(B)</b> Below Expectations</p>
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**Influence and Communicate: Share Information:** Listens to others and asks questions to learn about what is needed. Communicates the right information to Associates and leaders when they need it. Communicates in a respectful and professional manner.

**Question #1**

Describe a time when you effectively communicated important information to another person or a group of people in order to accomplish something. What was the situation? What information did you communicate? What steps did you take to prepare the information before communicating it? How did you make sure the information was clearly understood? What was the outcome?

**Question #2**

Describe a time when you effectively communicated your opinion to another person who disagreed with you. What was the situation? What steps did you take to communicate your opinion? How did you get your point across while still respecting the other person's opinion? What was the outcome?

<b>(R)</b> Role Model	<input type="checkbox"/> Communicated in a respectful and professional manner in all situations, and encouraged others to do the same. Listened, asked questions, clarified, and confirmed what was heard in order to gain full understanding of issues. Clearly communicated information, ideas, and suggestions to Associates and leaders in a timely manner, and helped others do the same.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Communicated in a respectful and professional manner. Listened to others and asked questions to learn about what is needed. Communicated the right information to Associates and leaders when they needed it.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not communicate in a respectful and professional manner. Did not listen to others or ask questions in order to learn about what was needed. Did not communicate the right information to Associates and leaders when they needed it.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Influence and Communicate: Share Information (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>



HOURLY SUPERVISOR INTERVIEW SKILL RATING PAGE - HOURLY POSITION					
Competencies	Role Model	Exceeds Expectations	Solid Performer	Development Needed	Below Expectations
Judgment: Make Effective Choices	R	E	S	D	B
Customer Centered: Serve the Customer	R	E	S	D	B
Execution and Results: Get Results	R	E	S	D	B
Planning and Improvement: Plan for and Improve Work	R	E	S	D	B
Influence and Communicate: Share Information	R	E	S	D	B

After calculating the OVERALL RATING for each Competency, transfer each rating to the SKILL RATING PAGE.

**CLOSE THE INTERVIEW:**

- Give the applicant the opportunity to ask work-related questions.
- Thank the applicant for their time and interest in becoming a part of the Wal-Mart team and let them know that they will be contacted regarding their application for employment.

Return the entire interview packet to Personnel, ensuring that document retention policy is followed.

Position: (b) (6), (b) (7)(C)

Salaried Manager

Retail - Hourly Position

Date: (b) (6), (b) (7)(C)

Applicant: (b) (6), (b) (7)(C)

Interviewer: (b) (6), (b) (7)(C)

Position Interviewing For: (b) (6), (b) (7)(C)

**BUILD RAPPORT:**

- For internal applicants - thank them for their interest in growing with Wal-Mart.
- For external applicants - greet and thank the applicant for their interest in Wal-Mart.
- Introduce yourself and briefly explain your role in the workplace.
- Briefly explain the responsibilities of the job you are interviewing for.
- Tell the applicant that you will be asking questions based on skills necessary for the job, and you will be asking questions to help them focus on specific details of their work related experiences.

**REVIEW APPLICATION:**

- Verify that work history and reference information is accurate and complete. If a Gaps in Employment form prints, ask the applicant to explain any gaps in employment and simply check the box [ ] "Explained" or "Not Explained" on the printout. Do not write any notes or explanations on the form.

**INSTRUCTIONS:**

- Ask only the questions that are listed on the worksheets.
- Stay focused and be respectful of the applicant's time to ensure that the interview is thorough and is completed in a timely manner.
- Be patient, allow the applicant time to think and respond to questions.
- Be thorough and consistent with each question.
- Listen closely to the responses and ensure that their answers give specific examples of their experiences.
- Do NOT take notes at any time during the interview.
- After each question has been answered, make a check mark next to the response that best fits their answer.

- (R) **Role Model** Described performance that set the standard of excellence and exceeded the requirements of the job.
- (E) **Exceeds Expectations** Described performance that exceeded some of the requirements of the job, but did not fully meet the standards of excellence.
- (S) **Solid Performer** Described performance that fully met the requirements of the job.
- (D) **Development Needed** Described performance that required improvement or not fully meet the requirements of the job.
- (B) **Below Expectations** Described performance that was clearly below the requirements of the job.

- Once all questions have been completed, transfer answers from the OVERALL RATING GUIDE to the SKILL RATING PAGE.
- Key the information from the SKILL RATING PAGE into the Career Preference system.
- Return the entire interview packet to Personnel, ensuring that document retention policy is followed.

Position: (b) (6), (b) (7)(C)

**Judgment: Make Effective Choices:** Uses policies, procedures, and/or guides to make good choices. Uses data and facts in order to make day-to-day decisions and involves others as needed. Recognizes what might be a problem and informs those who can correct it.

**Question #1**

Describe a time when you solved a problem. What steps did you take to fix the problem? What was the problem? What information did you gather to help you solve the problem? Who did you involve and why? How was the problem impacting your ability to complete your work? What was the outcome?

**Question #2**

Describe a time when you had to consider a lot of different information in order to decide how to complete a task. What was the task? What information did you consider? What policies and guidelines did you use? How did you determine the best course of action to take? Who did you involve and why? What was the outcome?

<b>(R)</b> Role Model	<input type="checkbox"/> Located, understood, and used the right policies, procedures, and/or guides to make decisions that exceeded expectations. Got facts, information, and data from many sources and used them to set priorities, come up with ideas, make decisions, and involve others as needed. Quickly identified what might be a problem and what might cause it, and then corrected the problem or clearly explained it to those who could correct it.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Used policies, procedures, and/or guides to make good choices. Used data and facts in order to make day-to-day decisions and involved others as needed. Recognized what might be a problem and informed those who could correct it.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not use policies, procedures, and/or guides when making choices. Did not use facts in order to make day-to-day decisions and/or did not involve others as needed. Did not recognize what might be a problem and/or inform those who can correct it.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

OVERALL RATING - Judgment: Make Effective Choices (circle one)	(R) Role Model	(E) Exceeds Expectations	(S) Solid Performer	(D) Development Needed	(B) Below Expectations
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Position: (b) (6), (b) (7)(C)

**Customer Centered: Serve the Customer:** Shows care and concern when serving our Associates and Customers. Asks questions in order to understand Associate and Customer needs. Uses policies and information in order to exceed Associate and Customer expectations. Finds and uses the right resources (people, products, tools) at the right time in order to resolve Associate and Customer requests.

**Question #1**

Sometimes we have to deal with people who are challenging, for example they are difficult or angry. Describe a time you successfully helped someone who was challenging. Why was the person challenging? How you help the person? What questions did you ask? Who did you involve? What was the person's reaction to the help you provided? What, if anything, would you do differently next time?

**Question #2**

Describe a time when you went out of your way to help someone or handle a request. What help did he/she need? How did you help? What questions did you ask? Who did you involve? What was the person's reaction to the help you provided? What, if anything, would you do differently next time?

<b>(R)</b> Role Model	<input type="checkbox"/> Showed care and concern when serving our Associates and Customers in all situations, and taught others to do the same. Asked the right questions in order to determine Associate and Customer needs, and offered solutions that exceeded their needs. Used policies and information in order to exceed Associate and Customer expectations, applying what was learned to improve service and support. Found and used the right resources (people, products, tools) at the right time in order to resolve Associate and Customer needs, and taught others to do the same.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Showed care and concern when serving our Associates and Customers. Asked questions in order to understand and meet Associate and Customer needs. Used policies and information in order to exceed Associate and Customer expectations. Found and used the right resources (people, products, tools) at the right time in order to resolve Associate and Customer requests.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not show care and concern when serving our Associates and Customers. Did not ask questions in order to understand and meet Associate and Customer needs. Did not use policies or information in order to meet or exceed Associate and Customer expectations. Failed to use the right resources (people, products, tools) at the right time in order to resolve Associate and Customer needs.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

OVERALL RATING - Customer Centered: Serve the Customer (circle one)	(R) Role Model	(E) Exceeds Expectations	(S) Solid Performer	(D) Development Needed	(B) Below Expectations
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Position: **(b) (6), (b) (7)(C)**

**Execution and Results: Get Results:** Ensures work is done correctly. Works on top priorities first. Makes a consistent effort to get results. Meets deadlines. Takes action in order to solve problems so work can be completed in a timely manner.

**Question #1**

Think about a project or assignment that was especially challenging to complete on time. What was the assignment and how did you handle it? What information did you consider? How did you ensure the assignment was done correctly and on time, while maintaining a focus on quality? What was the outcome?

**Question #2**

Describe a time when you had to complete several assignments at the same time. What steps did you take to complete these assignments? How did you ensure the assignment was done correctly and on time, while maintaining a focus on quality? What was the outcome?

<b>(R)</b> Role Model	<input type="checkbox"/> Ensured work was done correctly from start to finish and helped others do the same. Identified top priorities and completed them properly and ahead of schedule. Took action in order to get the work done in a way that exceeded desired results through consistent effort. Completed work ahead of deadlines. Took action in order to correctly solve problems so work could be completed in a timely manner, and helped others do the same.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Ensured work was done correctly. Worked on top priorities first. Made a consistent effort to get results. Met deadlines. Took action in order to solve problems so work could be completed in a timely manner.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not make sure work was done correctly. Did not work on top priorities first. Did not make an effort to get results. Missed deadlines. Did not take action in order to solve problems so work could be completed in a timely manner.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions, if needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Execution and Results: Get Results (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>
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Position: (b) (6), (b) (7)(C)

**Planning and Improvement: Plan for and Improve Work:** Accepts responsibility and meets expectations for own work. Identifies steps needed in order to carry out work as required.

**Question #1**

Tell me about a time you created a plan to successfully complete multiple work tasks. What steps did you take to plan and complete the work assignments? What information did you consider? What standards or guidelines did you use? Who did you involve? How did you know that you had successfully completed the tasks? What did you learn from the situation that you could apply to others?

**Question #2**

Describe a time when you had difficulty completing an assignment. What was the assignment? What made the assignment difficult to complete? What steps did you take to plan and complete the assignment? What standards or guidelines did you use? Who did you involve? What did you learn from the situation that you could apply to others?

<b>(R)</b> Role Model	<input type="checkbox"/> Sought out and took on additional responsibility in work area; set and achieved high standards for own work. Identified the steps and resources needed in order to carry out work as required, and suggested new ways to complete work.
<b>(E)</b> Exceeds Expectations	<input type="checkbox"/> Candidate described experience, performance or knowledge that exceeded the standards listed under Solid Performer, but did not fully meet the standards listed under Role Model.
<b>(S)</b> Solid Performer	<input type="checkbox"/> Accepted responsibility and met expectations for own work. Identified steps needed in order to carry out work as required.
<b>(D)</b> Development Needed	<input type="checkbox"/> Candidate described experience, performance or knowledge that did not fully meet the standards listed under Solid Performer.
<b>(B)</b> Below Expectations	<input type="checkbox"/> Did not accept responsibility or meet expectations for own work. Failed to identify the steps needed in order to meet work requirements.

**OVERALL RATING GUIDELINES:** Please ask one question per competency, using the probing questions. If needed, to thoroughly evaluate the applicant's skill level, based on the competency outlined. Only one response (B,D,S,E or R) can be selected per question.

<b>OVERALL RATING - Planning and Improvement: Plan for and Improve Work (circle one)</b>	<b>(R) Role Model</b>	<b>(E) Exceeds Expectations</b>	<b>(S) Solid Performer</b>	<b>(D) Development Needed</b>	<b>(B) Below Expectations</b>
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SALARIED MANAGER INTERVIEW SKILL RATING PAGE - HOURLY POSITION					
Competencies	Role Model	Exceeds Expectations	Solid Performer	Development Needed	Below Expectations
Judgment: Make Effective Choices	R	E	S	D	B
Customer Centered: Serve the Customer	R	E	S	D	B
Execution and Results: Get Results	R	E	S	D	B
Planning and Improvement: Plan for and Improve Work	R	E	S	D	B

After calculating the OVERALL RATING for each Competency, transfer each rating to the SKILL RATING PAGE.

<b>Military Experience</b>	
Do you have Active Duty or Guard/Reserve experience in the Uniformed Services of the United States? Uniformed Service is defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps)	No
Please indicate your status and type(s) of Uniformed Service (must answer both) Uniformed Service is defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps) : Select one :Active Duty:	Not Applicable
Please indicate your status and type(s) of Uniformed Service (must answer both) Uniformed Service is defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps) : Select one :Guard or Reserve:	Not Applicable
Have you already left Active Duty, or will you leave Active Duty in the near future through either: Retirement, Return to part time service in the Guard/Reserve, Separation with favorable characterization of discharge	Not Applicable
Please provide your(anticipated) Separation Date from Active Duty.	

**CLOSE THE INTERVIEW:**

- Give the applicant the opportunity to ask work-related questions.
- If a job offer is to be extended, extend the job offer or let the applicant know that they will be contacted regarding their application. Thank them for their time and interest in becoming a part of the Wal-Mart team.
- If there are more applicants to interview or if there will not be a job offer, let the applicant know that they will be contacted regarding their application for employment. Thank them for their time and interest in becoming a part of the Wal-Mart team.

Position: (b) (6), (b) (7)(C)

Return the entire interview packet to Personnel, ensuring that document retention policy is followed.



Position: (b) (6), (b) (7)(C)

### Gaps in Employment Worksheet

Gaps in Employment	Explained	Not Explained
There are no Gaps in Employment		

Position: (b) (6), (b) (7)(C)

HOURLY SUPERVISOR INTERVIEW SKILL RATING PAGE - HOURLY POSITION					
Competency	Below Expectations	Development Needed	Solid Performer	Exceeds Expectations	Role Model
Judgment: Make Effective Choices			X		
Customer Centered: Serve the Customer				X	
Execution and Results: Get Results			X		
Planning and Improvement: Plan for and Improve Work			X		
Influence and Communicate: Share Information				X	

Job Offer - Hourly

SSN# [REDACTED] First Name [REDACTED] MI [REDACTED] Last Name [REDACTED]

Requisition # [REDACTED] Facility 01-02208 City SAYRE State PA

Job Information: Division # 1 Department # [REDACTED] Job Code [REDACTED] Job Title (b) (6), (b) (7)(C)

Position Status [REDACTED]

New pay Structure 4 Level

New Position Equivalency 3

New Pay Grade 3

New Base Pay \$9.00

Base Pay Rate \$9.00

New Additional Pay \$0.00

New Pay Rate \$9.00

Position Start Date Determined by date of Orientation

Summarized within are some of the benefits for which you are eligible as an Associate. Items referenced in this document may be subject to change if the governing policy, plan, process and/or practice changes after the employment effective date.

Your schedule and number of hours scheduled will be determined by your availability and the needs of the business.

**Note:** Your rate of pay is determined by the position equivalency and the job code of the position offered. If in the future, if you move to another position (whether voluntary or involuntary), the new rate of pay will be determined by the position equivalency and job code of the new position. Overnight differentials and market differentials are determined by job code, and therefore will be added or removed from the total rate of pay when applicable. Seasonal differentials are a temporary increase to base pay, and only extend through an eligible time period or to eligible positions as the business defines. The seasonal differential amount will be removed from base pay at the end of the time period, if an associate moves to an ineligible position or location, or as business needs dictate.

The rate of pay provided has been calculated in accordance with the Field Hourly Associate Pay Plan in effect at the time this Job Offer was created. The Field Hourly Associate Pay Plan is subject to revision at any time. Therefore, rate of pay may be modified prior to the effective date of this Job Offer. Refer to the Field Hourly Associate Pay Plan on The WIRE for additional information regarding rate of pay.

**Contingencies Applicable to this Job Offer:**

Job offer is contingent upon successful completion of a drug screen and background check (where applicable).

You will be contacted to attend Orientation upon successful completion of drug screen, background check, and any other pre-employment requirement, when applicable.

Neither the offer of this position nor the Job Description relating to this position creates an express or implied contract of employment or any other contractual commitment. Wal-Mart may modify this position, including, but not limited to, the duties, schedule, or pay rate for this position, or modify this job description, at its sole discretion, without notice, at any time consistent with applicable law.

Date, time and facility the job offer was accepted/declined:

Date [REDACTED] Time 11:22 AM Facility # 01-02208

Hiring Manager [REDACTED] Manager Covering Job Offer [REDACTED]

Job Description for the Job Offer stated above:

I have read and understand the essential functions for this position and certify that:

☒ I have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

☐ I do not have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

Job Offer and Job Description acknowledged by:

Applicant [REDACTED] [REDACTED] [REDACTED] [REDACTED]

SSN First Name MI Last Name

☒ Accepted

☐ Declined

Reason for Decline

Job Offer - Hourly

SSN# [REDACTED] First Name [REDACTED] MI [REDACTED] Last Name [REDACTED]

Requisition # [REDACTED] Facility 01-02208 City SAYRE State PA

Job Information: 1 [REDACTED] [REDACTED] (b) (6), (b) (7)(C)

Division # [REDACTED] Department # [REDACTED] Job Code [REDACTED] Job Title [REDACTED]

Position Status [REDACTED]

New Pay Structure 4 Level

New Position Equivalency 3

New Pay Grade 3

New Base Pay \$9.00

Base Pay Rate \$9.00

New Additional Pay \$0.00

New Pay Rate \$9.00

Position Start Date Determined by date of Orientation

Summarized within are some of the benefits for which you are eligible as an Associate. Items referenced in this document may be subject to change if the governing policy, plan, process and/or practice changes after the employment effective date.

Your schedule and number of hours scheduled will be determined by your availability and the needs of the business.

**Note:** Your rate of pay is determined by the position equivalency and the job code of the position offered. If in the future, if you move to another position (whether voluntary or involuntary), the new rate of pay will be determined by the position equivalency and job code of the new position. Overnight differentials and market differentials are determined by job code, and therefore will be added or removed from the total rate of pay when applicable. Seasonal differentials are a temporary increase to base pay, and only extend through an eligible time period or to eligible positions as the business defines. The seasonal differential amount will be removed from base pay at the end of the time period, if an associate moves to an ineligible position or location, or as business needs dictate.

The rate of pay provided has been calculated in accordance with the Field Hourly Associate Pay Plan in effect at the time this Job Offer was created. The Field Hourly Associate Pay Plan is subject to revision at any time. Therefore, rate of pay may be modified prior to the effective date of this Job Offer. Refer to the Field Hourly Associate Pay Plan on The WIRE for additional information regarding rate of pay.

**Contingencies Applicable to this Job Offer:**

Job offer is contingent upon successful completion of a drug screen and background check (where applicable).

You will be contacted to attend Orientation upon successful completion of drug screen, background check, and any other pre-employment requirement, when applicable.

Neither the offer of this position nor the Job Description relating to this position creates an express or implied contract of employment or any other contractual commitment. Wal-Mart may modify this position, including, but not limited to, the duties, schedule, or pay rate for this position, or modify this job description, at its sole discretion, without notice, at any time consistent with applicable law.

Date, time and facility the job offer was accepted/declined:  
 Date [REDACTED] Time 11:22 AM Facility # 01-02208  
 Hiring Manager [REDACTED] Manager Covering Job Offer [REDACTED]

Job Description for the Job Offer stated above:  
 I have read and understand the essential functions for this position and certify that:  
☒ I have the ability to perform the essential functions of this position either with or without a reasonable accommodation.  
☐ I do not have the ability to perform the essential functions of this position either with or without a reasonable accommodation.

Job Offer and Job Description acknowledged by:  
 Applicant [REDACTED] [REDACTED] [REDACTED] [REDACTED]  
 SSN First Name MI Last Name  
☒ Accepted  
☐ Declined  
 Reason for Decline \_\_\_\_\_

ATTACHMENT/EXHIBIT TO POSITION  
STATEMENT WITHHELD PURSUANT TO  
EXEMPTIONS 6 and 7(C)

# Wal-Mart Stores, Inc.

## Customer Service Scheduling Availability

### Applicant

Dear Applicant:

Thank you for considering the many career opportunities at Wal-Mart. We offer a variety of different positions with flexible work hours. At Wal-Mart, customer service is important. We must ensure that we have trained Associates available when our customer traffic is heaviest. Wal-Mart tracks information about where and what time of day our customers are shopping. This aids management in scheduling Associates properly to assist our customers. Your flexibility in times you can work is important to this process. Please complete the form below to help us schedule you should you come to work with Wal-Mart.

(b) (6), (b) (7)(C)

(Print Name)

(Social Security Number)

Please indicate the hours you ARE AVAILABLE to work. Changes to your availability must be approved by your facility manager.

Wal-Mart Store #	Is your store 24 hours? Please circle: Yes No						
	(Shift times vary in 24 hr. facilities. Please see the Personnel Manager for shift times.)						
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Store Shifts (extends slightly beyond store hours)							
Overnight Receiving Shifts							
Your availability:							
Start Time	All Day	All Day	All Day	All Day	All Day	All Day	All Day
Stop Time	All Day	All Day	All Day	All Day	All Day	All Day	All Day

Are you seeking? Part Time (under 34 hours) \_\_\_\_\_ Full Time (over 34 hours) \_\_\_\_\_

Weekly

Daily

Minimum hours requested weekly \_\_\_\_\_ Minimum hours requested daily \_\_\_\_\_  
Maximum hours requested weekly \_\_\_\_\_ (not to exceed 40 hours) Maximum hours requested daily \_\_\_\_\_

Please indicate any reoccurring times you are not available to work. Some examples include night classes every other Thursday night, military service duty the 2<sup>nd</sup> weekend of every month, etc.

Day	Beginning Time	Day	Ending Time	Exception (how often it occurs)	Date To Begin	Date To End

Applicant's Signature \_\_\_\_\_ (b) (6), (b) (7)(C) Date \_\_\_\_\_ (b) (6), (b) (7)(C)

Interviewing Manager's Signature \_\_\_\_\_ Date \_\_\_\_\_

This form is no guarantee of employment, a position, shift, or minimum number of hours.  
This form supersedes the availability section contained on the application.

**Maintain this form with the Applicant's Application**

## Reference Check Results

### Applicant Information

First Name: (b) (6), (b) (7)(C) Last Name: (b) (6), (b) (7)(C) Application Date: (b) (6), (b) (7)(C)

### Employment References

### Professional References

(b) (6), (b) (7)(C)

Questions Asked	Responses
Do you have any reason to believe that the applicant is dishonest or lacks integrity?	Cannot Comment
Do you have any reason to believe that the applicant is in any way not suitable to fill the position for which he/she has applied?	Cannot Comment
Do you have any reason to believe that the applicant poses a threat of violence to employees, customers or others in the workplace?	Cannot Comment

(b) (6), (b) (7)(C)

Questions Asked	Responses
Do you have any reason to believe that the applicant is dishonest or lacks integrity?	Cannot Comment
Do you have any reason to believe that the applicant is in any way not suitable to fill the position for which he/she has applied?	Cannot Comment
Do you have any reason to believe that the applicant poses a threat of violence to employees, customers or others in the workplace?	Cannot Comment

**Wal-Mart Stores, Inc.**  
Customer Service Scheduling Availability  
Applicant

Dear Applicant:

Thank you for considering the many career opportunities at Wal-Mart. We offer a variety of different positions with flexible work hours. At Wal-Mart, customer service is important. We must ensure that we have trained Associates available when our customer traffic is heaviest. Wal-Mart tracks information about where and what time of day our customers are shopping. This aids management in scheduling Associates properly to assist our customers. Your flexibility in times you can work is important to this process. Please complete the form below to help us schedule you should you come to work with Wal-Mart.

(b) (6), (b) (7)(C)

(Print Name)

(Social Security Number)

Please indicate the hours you ARE AVAILABLE to work. Changes to your availability must be approved by your facility manager.

<b>Wal-Mart</b>	Is your store 24 hours? Please circle: Yes No						
<b>Store #</b>	(Shift times vary in 24 hr. facilities. Please see the Personnel Manager for shift times.)						
	<b>Saturday</b>	<b>Sunday</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>Store Shifts</b> (extends slightly beyond store hours)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Overnight</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Receiving Shifts</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Your availability:</b>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>
<b>Start Time</b>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>
<b>Stop Time</b>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>	<u>All Day</u>

Are you seeking? Part Time (under 34 hours) \_\_\_\_\_ Full Time (over 34 hours) \_\_\_\_\_

**Weekly**

**Daily**

Minimum hours requested weekly \_\_\_\_\_ Minimum hours requested daily \_\_\_\_\_  
Maximum hours requested weekly \_\_\_\_\_ (not to exceed 40 hours) Maximum hours requested daily \_\_\_\_\_

Please indicate any reoccurring times you are not available to work. Some examples include night classes every other Thursday night, military service duty the 2<sup>nd</sup> weekend of every month, etc.

Day	Beginning Time	Day	Ending Time	Exception (how often it occurs)	Begin	Date To End
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

Interviewing Manager's Signature \_\_\_\_\_ Date \_\_\_\_\_

This form is no guarantee of employment, a position, shift, or minimum number of hours.  
This form supersedes the availability section contained on the application.

**Maintain this form with the Applicant's Application**



## Associate Availability Form

Dear Associate,

At Walmart, we strive to provide flexibility while ensuring we have associates in the right place, at the right time to take care of our customers. We recognize that opportunities may arise that require an associate to change his or her availability and we respect your right to do so. Schedules are based on our commitment to putting the Customer FIRST. Changing your availability could impact the number of hours the system will generate for you to receive. If you are assigned a fixed shift, changing your availability will not impact your fixed hours as long as they fall within your general availability. Talk to your manager about the opportunity for additional hours via the Open Shifts program.

**(b) (6), (b) (7)(C)**

WIN #

Facility#

### General Availability:

Your availability represents the hours you are available to work. You will be scheduled within your availability. Please consider carefully your general availability, and in order to maximize the number of hours that you are scheduled, be as open during peak customer traffic periods as possible. **Fixed hours must fall within your general availability hours.**

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Start Time:	<u>Same</u>	<u>N/A</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>
Stop Time:	<u>Same</u>	<u>N/A</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>	<u>Same</u>

### Split Availability: (Only applicable to stores on the Customer FIRST program)

Split availability can be used when you are not available during specific times of the day (example: available during the morning from 7am – 11am, or available from 4pm – 10pm). Each block of time must be a minimum of **4 hours** in order for the system to generate a shift. The system may generate either the first shift or the other, but not both in one day.

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Start Time:		<u>N/A</u>					
Stop Time:		<u>N/A</u>					
Start Time:		<u>N/A</u>					
Stop Time:		<u>N/A</u>					

**(b) (6), (b) (7)(C)**

### Recurring events (examples: night class every other Thursday, military service duty)

Beginning Day	Time	Ending Day	Time	Exception (how often)	Date to Begin	End

Associate

**(b) (6), (b) (7)(C)**

**(b) (6), (b) (7)(C)**

**(b) (6), (b) (7)(C)**

Review

Manager

Assigned hours due to any change in availability.

you have

the

possible impact on

This form is not a guarantee of employment. The number of hours generated by this form supersedes previous forms. Maintain this form in the associate's personnel file.

### New Associate Schedule

New Associate's Name **(b) (6), (b) (7)(C)** Hire Date **(b) (6), (b) (7)(C)**

Welcome! We are glad you are here. Here is some important information to help you to get started on your new job.

Your sponsor's name is **(b) (6), (b) (7)(C)**. Your sponsor will oversee your onboarding and acclimation to the store and provide proper training on your specific job functions from your assigned trainer.

Your trainer's name is \_\_\_\_\_. Your trainer will guide you through the training that is specific to your job.

You can always contact **(b) (6), (b) (7)(C)** if you have any questions or concerns. **(b) (6), (b) (7)(C)**

Facility Manager's Name \_\_\_\_\_ Asst Manager's Name \_\_\_\_\_

Here is your schedule for the next three weeks, your locker number, combination, UserID, and your Cashier ID (if applicable). After the 3<sup>rd</sup> week, you will be able to view your schedule online in the store or from home (log onto Mywalmart.com).

<b>1<sup>st</sup> Week</b>	<b>Sat</b>	<b>Sun</b>	<b>Mon</b>	<b>Tue</b>	<b>Wed</b>	<b>Thu</b>	<b>Fri</b>
Date:	_____	_____	_____	_____	<b>(b) (6), (b) (7)(C)</b>		
Shift Start:	_____	_____	_____	_____	_____	<del>_____</del>	_____
Shift End:	_____	_____	_____	_____	_____	_____	_____
<b>2<sup>nd</sup> Week</b>	<b>Sat</b>	<b>Sun</b>	<b>Mon</b>	<b>Tue</b>	<b>Wed</b>	<b>Thu</b>	<b>Fri</b>
Date:	<b>(b) (6), (b) (7)(C)</b>						
Shift Start:	_____	_____	_____	_____	_____	_____	_____
Shift End:	_____	_____	_____	_____	_____	_____	_____
<b>3<sup>rd</sup> Week</b>	<b>Sat</b>	<b>Sun</b>	<b>Mon</b>	<b>Tue</b>	<b>Wed</b>	<b>Thu</b>	<b>Fri</b>
Date:	<b>(b) (6), (b) (7)(C)</b>						
Shift Start:	_____	_____	_____	_____	_____	_____	_____
Shift End:	_____	_____	_____	_____	_____	_____	_____

Pay periods are bi-weekly, ending every other Friday. Paydays are on Thursday, following the end of the pay period, except where required to be different by state law, or when affected by a holiday. You can expect your first paycheck on: \_\_\_\_\_.

Locker# \_\_\_\_\_ Combination \_\_\_\_\_ UserID \_\_\_\_\_ Cashier ID \_\_\_\_\_

Estimated Associate Commendation Form

Name: (b) (6), (b) (7)(C) WIN#: (b) (6), (b) (7)(C) Date Hired: (b) (6), (b) (7)(C)  
Facility#: 2208

This form is used to acknowledge any change in an Associate's personnel information.

The changes outlined in this form will be effective 02/20/2016 provided there is no change in the associate data as indicated below prior to 02/20/2016. This is an estimate and is subject to change.

All future actions with an effective date of 02/20/2016 or after, which affect your compensation, will be adjusted appropriately to the compensation changes.

Please note that Market Differential, Overnight Differential, Seasonal Differential, and/or Temporary Differential are variable increases in hourly pay and may be removed or adjusted as appropriate pursuant to applicable compensation guidelines.

I acknowledge that if I transfer to a job code and/or facility that is not eligible for any of the differential(s) I currently receive, I will no longer receive the differential(s) as part of my total rate of pay. I also understand the differential amounts are subject to change, either up or down, for a facility and/or job code in accordance with the Field Non Exempt Pay Plan.

Department	:	From: (b) (6), (b) (7)(C)	To: (b) (6), (b) (7)(C)
Job Code	:	From: (b) (6), (b) (7)(C)	To: (b) (6), (b) (7)(C)
Equivalency	:	From: 3	To: 3
Grade Level	:	From: A	To: A
Grade Level Minimum	:	From: 9.00	To: 9.00

Effective 02/20/2016, adjustments to my pay rate will be made as outlined below:

Base Rate	:	From: 9.00	To: 10.00
Total Rate of Pay	:	From: 9.00	To: 10.00

I acknowledge that I have reviewed the job description and duties, and understand my total rate of pay changes on the effective date.

Associate Signature: (b) (6), (b) (7)(C)

Date: (b) (6), (b) (7)(C) 1/6

Facility Manager Signature: (b) (6), (b) (7)(C)

Date: (b) (6), (b) (7)(C) 1/6

The Associate Commendation is not an offer or promise of employment for any specific period of time. Associates may resign their employment with the Company at any time for any reason; the Company may terminate an Associate's employment at any time, with or without cause, unless otherwise required by law. Only the President of the appropriate operating division (i.e., Wal-Mart Stores, Inc. or Sam's Club), or the Executive Vice President of its People Division has the authority to enter into an employment contract or agreement with the Associate and an Associate's at-will employment can be changed only by a written agreement signed by the President of the appropriate division of Wal-Mart Stores, Inc. or Sam's Club.



## Personal Associate Summary Sheet (PASS) - Hourly Associates

Name Wn: (b) (6), (b) (7)(C)

Facility: 2208

Job Code: (b) (6), (b) (7)(C)

### About this Form

- The Personal Associate Summary Sheet (PASS) form is used to acknowledge an adjustment to a portion of the Associate Opportunity changes affecting you, like: Compensation, PTO, Attendance, etc.
  - These adjustments will be effective as indicated below, as long as there is no change in the associate data prior to the effective date.
  - The information below is an estimate and is subject to change.
- Visit the WIRE > HR Services > Employment/ Employment Standards > Standards/ State Specific Employment Standards to determine if your state has a Terms of Employment Notice (TEN). The guidelines for the TEN contain additional information for completion.

### At or Above Grade Level Maximum Lump Sum

- Associates who are at or over the maximum pay rate for their grade level on Feb. 20, 2016, will receive a one-time lump sum payout of two percent (2%) based on total hours paid in calendar year 2015 and base rate of pay as of Feb. 20, 2016.
- If an associate is within two percent (2%) of his or her grade level maximum (near the grade level maximum), he or she will receive the general annual increase up to the current grade level maximum. The difference will be paid as a one-time lump sum based on the total hours paid in calendar year 2015 and base rate of pay as of Feb. 20, 2016.

At or Above Grade Level Max Lump Sum	\$0.00
Effective Date	February 20, 2016
Paycheck Date	March 10, 2016

### Sunday Premium

- The Sunday Premium lump sum payment is equivalent to 50 percent (50%) of Sunday Premium earnings in calendar year 2015. Eligible associates must be:
  - Sunday Premium-eligible and have worked at least one Sunday in calendar year 2015

- In a store hourly position and active status as of April 1, 2016
- Note: The Sunday Premium will continue in Rhode Island and Massachusetts as per state legislation.
- Note: Associates in California, Illinois, New Hampshire, Washington D.C., New York and Seattle, Washington who are currently eligible for Sunday Premium will need to sign the Sunday Premium addendum regarding Loss of Benefits; place the signed addendum in the personnel file with the associate Terms of Employment Notice (TEN) that accurately reflects the associates current information. If needed, complete a new TEN.

Sunday Premium One time Lump Sum	\$0.00
Effective Date	April 2, 2016
Paycheck Date	April 21, 2016

## Paid Time Off

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- Starting on March 5, 2016, all your paid time off will be part of one new program called PTO.
- When the new PTO program begins, you'll keep all the time you have available, including vacation, personal and sick time, while earning even more.
- Your available and accrued vacation time will become PTO on March 5. And, in addition to your balance on March 5, you will begin earning even more PTO each pay period for every service hour you work. If you've recently been hired, you begin earning time on your 90th day of employment.
- If you save up your PTO, starting in 2017, each February:
  - Unused PTO above 80 hours will automatically be paid out for full-time hourly associates.
  - Unused PTO above 48 hours will be paid out for part-time associates.
- Several factors affect the details of your PTO. If you were recently hired or transferred to a new position or division, personalized information may not be available on this form.
- You can find all your current available and accrued vacation balances, as well as your sick and personal balances on the new Global Time and Attendance Portal (GTAP) on the WIRE.  
Find everything you'll need to know about PTO at [WalmartOne.com/PTO](http://WalmartOne.com/PTO) or on the WIRE > Me@Walmart > Time Off Center > Paid Time Off Toolkit.

## Attendance Changes

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- There are changes to the attendance policy this year. Each of the following applies in a rolling six-month period:
  - Each day missed is now an occurrence. This means that if you miss three days in a row, it will be three occurrences.
  - You are late at 10 minutes after you were supposed to clock in or if you leave 10-minutes early before the end of your shift without approval.
  - Late and leave early are one half (1/2) of an occurrence.
  - A No call/No show is four occurrences.

- New hires are terminated at four occurrences in their first six-months of employment.
- At nine occurrences, an associate is terminated (previously seven occurrences).
- For more information on roll out dates, speak with a member of your management team.
- With the new attendance program, you are responsible for tracking your own attendance. Once your store is on the new attendance program, you can track your occurrences on the Global Time and Attendance Portal (GTA Portal). This system and the process that accompanies the changes will roll out to your store this spring.

## Acknowledgement

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- I acknowledge that I understand the changes on this form.
- I acknowledge that if I transfer to a job code and/or facility that this information could change.

Associate Signature

(b) (6), (b) (7)(C)

Date:

(b) (6), (b) (7)(C)

Date:

Facility Manager Signature

(b) (6), (b) (7)(C)

1/10

1/16



# Application for Employment

Wal-Mart Stores, Inc.

Wal-Mart is an Equal Opportunity Employer and is committed to excellence through diversity.

Please type or print. This application may be fully completed to be considered. Please complete each box, even if you attach a resume.

## Position(s) that you are applying for

Position/Job title(s): \_\_\_\_\_ Part Time ☐ Full Time ☒ Temporary ☐

Job number: (if applicable) \_\_\_\_\_ Rate of pay expected: \$9.00 Date you can start work: Immediately

## About you

Please print your name in capital letters on your first and last names only.

Last Name: (b) (6), (b) (7)(C)	First Name: (b) (6), (b) (7)(C)	Middle Name: (b) (6), (b) (7)(C)
Social Security Number: (b) (6), (b) (7)(C)	Street Address: (b) (6), (b) (7)(C)	Telephone Number: (b) (6), (b) (7)(C)
E-Mail Address: _____	City: (b) (6), (b) (7)(C)	Alternate Number: (b) (6), (b) (7)(C)
	State: (b) (6), (b) (7)(C) Zip Code: (b) (6), (b) (7)(C)	
Are you 18 years of age or older? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <small>If under 18, the applicant will be required to submit a birth certificate or work certificate as required by state or federal laws.</small>	Will you be able to show evidence of identity and work authorization within three days of your hire date? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Will you now or in the future require work visa sponsorship? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Have you ever been employed by Walmart or any of its subsidiaries? Yes ☒ No ☐ Location 2208

Dates of Employment (b) (6), (b) (7)(C) 2014 Reason for Leaving \_\_\_\_\_

Name employed under (if your name is now different) \_\_\_\_\_

List relatives employed by Walmart, their relationship to you, and where they work.

If you have no relatives employed by Walmart, please check this box: ☒

## Education (check the highest level of education completed)

Elementary (grade level)	High School (grade level)	College/University/Technical (years)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Are you currently a student? (b) (6), (b) (7)(C)	Name of the college, university or technical school attended/attending: (b) (6), (b) (7)(C)	

## Availability (b) (6), (b) (7)(C)

To help us consider you for a position that matches our requirements, tell us the earliest time and latest time that you can work each day.

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Earliest Time	(b) (6), (b) (7)(C)						
Latest Time	(b) (6), (b) (7)(C)						

# Application for Employment

**Wal-Mart Stores, Inc.**

## Employment History

List your entire employment history, beginning with your current employer. For any unemployed or self-employed periods, provide dates and locations. (Attach additional sheets if necessary.)

If you are currently employed, may we contact your current employer? Yes ☒ No ☐

Company Name: _____ Address: _____ City/State: _____ Zip: _____ Phone: _____	Your job: _____ Supervisor: _____ Dates Employed: _____ From _____ To _____	Last pay rate: _____ Reason for leaving: _____
Company Name: _____ Address: _____ City/State: _____ Zip: _____ Phone: _____	Your job: _____ Supervisor: _____ Dates employed: _____ From _____ To _____	Last pay rate: _____ Reason for leaving: _____
Company Name: _____ Address: _____ City/State: _____ Zip: _____ Phone: _____	Your job: _____ Supervisor: _____ Dates employed: _____ From _____ To _____	Last pay rate: _____ Reason for leaving: _____
Company Name: _____ Address: _____ City/State: _____ Zip: _____ Phone: _____	Your job: _____ Supervisor: _____ Dates employed: _____ From _____ To _____	Last pay rate: _____ Reason for leaving: _____

## References

List two people (not relatives) you have worked with who we may contact.

Name: (b) (6) _____	E-mail: _____	Phone: _____
Name: (b) (6), (b) (7)(C) _____	E-mail: _____	Phone: (b) (6), (b) (7)(C) _____

**IMPORTANT** - We are glad you are interested in joining the Wal-Mart team. Please read the following statements carefully and return this application.

Wal-Mart Stores, Inc., in considering my application for employment, may verify the information set forth in this application and obtain additional background information relating to my background. I authorize all persons, including companies, corporations, credit bureaus and law enforcement agencies to supply any information concerning my background. I have read, understand and agree to this statement. (Please initial here.)

I understand that Wal-Mart Stores, Inc. has a commitment to maintain an alcohol-free workplace and that Wal-Mart, unless prohibited by state law, requires a drug screening test as a part of its selection and hiring process. I understand that such drug screening will consist of the testing of a urine sample or other medically recognized test designed to detect traceable amounts of a controlled substance in my body. If after a second confirmatory test using the gas chromatography/mass spectrometry method, it is determined my specimen contains a controlled substance or was adulterated or substituted, I will be disqualified from consideration for employment and any offer of employment will be withdrawn. I further understand and agree that if I am employed, I may be required to submit to alcohol drug testing under certain circumstances during my employment. I have read, understood, and agree to this statement. (Please initial here.)

I certify that the information on this application is correct and I understand that any misrepresentation or omission of any information will result in my disqualification from consideration for employment and I agree to keep my identity confidential. I understand that this application is not a contract, offer, or promise of employment and that I should not be able to sue for any time for any reason. Likewise, the company can terminate my employment at any time with or without cause unless otherwise required by law. I further understand that no one other than the President of Wal-Mart Stores, Inc. or Vice President of Wal-Mart Stores, Inc. has the authority to enter into an employment contract or agreement with me, and that my at-will employment can be changed only by a written agreement signed by the President of Wal-Mart Stores, Inc. I have read, understand and agree to this statement. (Please initial here.)

I understand that this application is good only for sixty (60) days from today's date. If I still desire a position with the company after this application expires, it will be my responsibility to complete a new application and file it with the company. Otherwise, the company will not consider me for employment after this application expires.

Date of Application (b) (6), (b) (7)(C) / 2015

Signature \_\_\_\_\_  
(as appears on Social Security Card)

WMP-24Z  
(9951356)

Wal-Mart Stores, Inc. will provide a reasonable accommodation during the application and/or hiring process for individuals with disabilities. Please advise us if you need assistance with the application and/or hiring process to accommodate a disability.

Rev. July 2010



# Pre-Screen Answers (b) (6), (b) (7)(C)

Choose positions in which you are interested:		
Wal-Mart:		
Dry Grocery, Dairy, Bakery and Frozen Sales	Electronics, Photo, Connection Center	Grocery Stocking, Unloader and Overnight Stocking
Health/ Beauty, Pharmacy and Optical Sales	Housewares, Stationary, Greeting Cards, Floral, and Seasonal	Jewelry and Shoes Sales
Lawn/Garden Center Associate	Meat, Seafood, Deli and Produce Sales	Optician
Optometric Assistant	Stocking, Unloader and Price Change	Toys Sales

Do you have Active Duty or Guard/Reserve experience in the Uniformed Services of the United States?  
Uniformed Services are defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps)

(b) (6), (b) (7)(C)

Please indicate your status and type(s) of Uniformed Service (must answer both)  
Uniformed Service is defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps) : Select one : Active Duty:

Please indicate your status and type(s) of Uniformed Service (must answer both)  
Uniformed Service is defined as Army, Navy, Air Force, Marine Corps, Coast Guard, Public Health Service (Commissioned Corps) and National Oceanic and Atmospheric Administration (Commissioned Corps) : Select one : Guard or Reserve:

Have you already left Active Duty, or will you leave Active Duty in the near future through either: Retirement, Return to part time service in the Guard/Reserve, Separation with favorable characterization of discharge

Please provide your (anticipated) Separation Date from Active Duty.

Select the age criteria that pertains to you.

Will you now, or in the future, require sponsorship for employment Visa status (e.g., H-1 B, visa status)?

If hired, can you submit documentation verifying your identity and your legal right to work in the U.S.?

Are you available to work evenings?

Are you available to work weekends? (Every Saturday/Sunday)

Are you available to work night shift?

What type of work are you seeking?

Indicate the highest level of education you have completed.

Are you currently a student?

Please enter the minimum hourly wage you would accept for this position.

How much experience have you had in retail sales position?

How much experience have you had in a grocery position?

May we contact your current employer for employment verification?

How did you learn about this job opening?

Wal-Mart Employee or Friend

If offered a position, how soon are you available to work?

Immediately

Which of the following is the best time to contact you?

Morning

I certify that the information on this application is correct and I understand that any misrepresentation or omission of any information will result in my disqualification from consideration for employment or, if employed, my dismissal. I understand that this application is not a contract, offer, or promise of employment and that if hired, I will be able to resign at any time for any reason. Likewise, the company can terminate my employment at any time with or without cause.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Application Addendum - (b) (6), (b) (7)(C)

Educational Experience				
College, University or Vo-Tech Attended	Degree	Major	Year	State/Country
No Educational Experience listed.				

Certificates & Licenses			
Description of Certificate(s)/License(s)	Issued	Expires	State/Country
No Certificates/Licenses listed.			

Language Skills			
Foreign Language	Speak	Read	Write
No Language Skills listed.			

## Gaps in Employment Worksheet

Gaps in Employment	Explained	Not Explained
There are no Gaps in Employment		

<b>Coaching # 16337113 Status is Active Mode is View</b>							
<b>Win Number</b>	<b>First Name</b>	<b>Middle Name</b>	<b>Last Name</b>	<b>Userid</b>	<b>Country</b>	<b>Division</b>	<b>Facility</b>
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2208
<b>Type Of Coaching :</b>							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
<b>Level</b>				<b>Reason(s)</b>			
First Written				Job Performance			
<b>Observations of Associate's Behavior and/or Performance :</b>							
On (b) (6), (b) (7)(C) 2016, (b) (6), (b) (7)(C) was assigned to (b) (6), (b) (7)(C) pets. As (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were touring the floor (b) (6), (b) (7)(C) told them that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and that they could check it if they wanted to. At that point (b) (6), (b) (7)(C) went to break, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) proceeded to check (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)							
<b>Impact of Associate's Behavior :</b>							
The impact of (b) (6), (b) (7)(C) job performance causes items to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and it creates more work, other associates (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)							
<b>Behavior Expected Of Associate :</b>							
(b) (6), (b) (7)(C) is expected to thoroughly check (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is to ensure that we have all (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)							
<b>Next Level of Action :</b>							
The next level of action if behavior continues is: Second Written up to and including Termination							
<b>Action Plan :</b>							
<b>Date, Time, and Place of Coaching :</b>							
Date Given : (b) (6), (b) (7)(C)/2016 Time : 00:13 Place : AD Office							
<b>Expiration Date :</b>							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C)/2017 date, if the Associate spent time on LOA.							
<b>Acknowledgements</b>							
Date Acknowledged : (b) (6), (b) (7)(C)/2016							
<b>Associate Name :</b>				<b>Userid :</b>			
<b>Manager</b>							

<b>Name :</b> (b) (6), (b) (7)(C)	<b>Userid :</b> (b) (6), (b) (7)(C)
<b>Witness</b>	
<b>Name :</b> (b) (6), (b) (7)(C)	<b>Userid :</b> (b) (6), (b) (7)(C)

Print

## Exit Interview Form

Wal-Mart Stores, Inc.  
EXIT INTERVIEWPrinted From GAIN - GAIN # (b) (6), (b) (7)(C)  
Associate Information

Associate Name : (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # : [REDACTED]

Address (b) (6), (b) (7)(C) US Phone: [REDACTED]

Facility #: 2208 Division #: 1 Associate Type: Hourly

Last Worked Date: (b) (6), (b) (7) / 2016 Effective Date: (b) (6), (b) (7) / 2016

Last Position Held:- Last Rate of Pay:

## Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge    ☐ Discount Card    ☐ Membership Card    ☐ Company Issued Clothings    ☐ Weight Belt  
☐ Box Cutter    ☐ Freezer Gear

**Note :** To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

## Summary of Termination Information

Termination Type: Voluntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Walked Off The Job

Last Day Worked: (b) (6), (b) (7) / 2016

## Manager Comments

(b) (6), (b) (7) turned over (b) (6), (b) (7) badge and vest to management and walked off the job.

## Signatures

Associate Name : (b) (6), (b) (7)(C)	Date: _____	Electronic Acknowledge: No
Supervisor Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2016	Electronic Acknowledge: Yes
Witness Name : (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7) / 2016	Electronic Acknowledge: Yes

## Provided below is important information related to your separation....

COBRA	Continuation of Benefits	(b) (6), (b) (7)(C)
DISCOUNT CARD - RETIREE	Application Information	[REDACTED]
LIFE INSURANCE	Conversion of Benefits	[REDACTED]
PROFIT SHARING	Account Information	[REDACTED]
STOCK OWNERSHIP	Account Information	[REDACTED]
401K	Account Information	[REDACTED]
RESOURCES FOR LIVING	Counseling Service	[REDACTED]

[Print](#)    [Close](#)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 06  
1000 Liberty Ave Rm 904  
Pittsburgh, PA 15222-4111

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (412)395-4400  
Fax: (412)395-5986

October 6, 2016

Re: Walmart Stores, Inc.  
Case 06-CA-180452

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Walmart Stores, Inc. has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

In your charge you allege that the Employer terminated your employment and otherwise discriminated against you in retaliation for your participation in the Board's investigative processes and in order to discourage union activities. However, the investigation revealed that the Employer did not terminate you; rather, you voluntarily severed your employment with the Employer. Further, even assuming that you did not abandon your position, the investigation failed to disclose evidence linking your employment separation to your participation in a prior Board investigation or to any union activity in which you may have engaged. Therefore, I am refusing to issue a complaint in this matter.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **October 20, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by



delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 19, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 20, 2016.** The request may be filed electronically through the *E-File Documents* link on our website [www.nlrb.gov](http://www.nlrb.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 19, 2016, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Nancy Wilson  
Regional Director

Enclosure

cc: Steven D. Wheelless, Esq.  
Steptoe & Johnston LLP  
201 East Washington Street, Suite 1600  
Phoenix, AZ 85004-2382

Walmart Stores, Inc.  
702 SW 8th Street  
Bentonville, AR 72716-9050

Alan Bayless Feldman, Esq.  
Steptoe & Johnson, LLP  
201 E Washington Street Suite 1600  
jk Phoenix, AZ 85004-2382



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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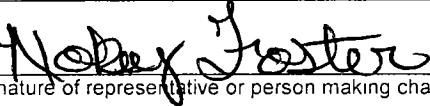
*(Signature)*

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
09-CA-134021	August 4, 2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a Name of Employer  Walmart		b Tel No (740) 441-0407	
		c. Cell No.	
d Address (street, city, state ZIP code) 2545 Upper River Road, Gallipolis, OH 45631	e Employer Representative Rick Gainey, Store Manager		f Fax No.
			g e-Mail
			h Dispute Location (City and State) Gallipolis, OH
i. Type of Establishment (factory, nursing home, hotel)  Retail	j. Principal Product or Service		k Number of workers at dispute location  300
1 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or about May 1, 2014, the above-named Employer fired employee Nokey Foster for her protected concerted activity.			
3 Full name of party filing charge (if labor organization, give full name, including local name and number) Nokey Foster			
4a. Address (street and number, city, state, and ZIP code)  2011 Lincoln Pike, Gallipolis, OH 45631		4b. Tel No (740) 446-4226	
		4c. Cell No (740) 645-4427	
		4d. Fax No.	
		4e. e-Mail jack_nokey@hotmail.com	
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No (740) 446-4226	
By  (signature of representative or person making charge)	Nokey Foster, An Individual		Office, if any, Cell No (740) 645-4427
Address: 2011 Lincoln Pike, Gallipolis, OH 45631	Print Name and Title		Fax No.
	Date: 7-30-2014		e-Mail jack_nokey@hotmail.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-1112779791

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**Steptoe**  
STEPTOE & JOHNSON LLP

August 29, 2014

**VIA FACSIMILE (513-684-3946), E-FILE, U.S. MAIL**

Joseph F. Tansino, Field Attorney  
National Labor Relations Board, Region 9  
550 Main Street, Room 3003  
Cincinnati, OH 45202-3271

**RE: WALMART: Charge No. 09-CA-134021**

Dear Mr. Tansino:

Walmart Stores, Inc. appreciates the opportunity to respond to (b) (6), (b) (7)(C); August 4, 2014 Charge, as supplemented by your August 11 correspondence. (b) (6), (b) (7)(C) alleges that Walmart disciplined and discharged (b) (6), (b) (7)(C) in retaliation for complaining to management about the unsafe storage of inventory at the store.

(b) (6), (b) (7)(C) Charge fails because: (1) as a (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) qualifies as a Section 2(11) supervisor and falls outside the Act's protections; and (2) under the *Wright Line* analysis, Walmart coached and discharged (b) (6), (b) (7)(C) not for any protected activity, but for repeatedly engaging in threatening, disruptive, and insubordinate outbursts in front of other associates and customers, and for violating the Company's attendance policy. In addition, Walmart disciplined and discharged other associates who engaged in similar misconduct.

After reviewing the analysis below, we trust you will agree that Walmart did not violate the Act as alleged.

**I. FACTUAL BACKGROUND.**

**A. (b) (6), (b) (7)(C) Supervised The Associates In (b) (6), (b) (7)(C) Department And Participated In The Hiring Process.**

On (b) (6), (b) (7)(C), Walmart hired (b) (6), (b) (7)(C) as a Toy Department Manager at Store 2605 in Gallipolis, Ohio. Walmart later moved (b) (6), (b) (7)(C) to the Consumables (*i.e.*, dry foods) Department, where (b) (6), (b) (7)(C) remained a Department Manager. In that capacity, (b) (6), (b) (7)(C) job duties included "supervis[ing] Associates in the area of responsibility by assigning duties; communicating goals; providing feedback and follow-up; monitoring performance; teaching and supporting company policies and procedures; ensuring compliance; and participating in the hiring, promotion, coaching, teaching, and evaluation of associates." [Tab 1.]

In carrying out (b) (6), (b) (7)(C) job duties, (b) (6), (b) (7)(C) assigned specific tasks to associates, such as making price changes, stocking inventory, creating displays, and ordering merchandise. (b) (6), (b) (7)(C) prioritized tasks as (b) (6), (b) (7)(C) saw fit, and told (b) (6), (b) (7)(C) associates when to take meal and rest breaks. (b) (6), (b) (7)(C) also monitored (b) (6), (b) (7)(C) associates' work, and orally disciplined and corrected associates for failing to follow (b) (6), (b) (7)(C) instructions. In addition, (b) (6), (b) (7)(C) conducted first-level job interviews in which applicants did not advance to the next stage of the hiring process without (b) (6), (b) (7)(C) approval. (b) (6), (b) (7)(C) in fact completed 11 such interviews since January 1, 2013. [Tab 2.]

**B. Walmart Expects Associates To Act In An Unthreatening And Unintimidating Manner, And To Follow Established Procedures.**

Walmart expects associates to work together to exceed customer expectations. To that end, Walmart requires associates to communicate with each other "in a respectful and professional manner." [Tab 1.] For Example, Walmart's Statement of Ethics discusses the tenets of Walmart's culture – called the "3 Basic Beliefs" – and Guiding Principles, which help associates "make the right decisions" and "act with integrity." [Tab 3 at 5.] The Statement of Ethics explains that "inappropriate language, gestures, threats of violence, and physical violence will not be tolerated. This kind of behavior creates hostile working conditions, and violates the first of the 3 Basic Beliefs: respect for the individual." [Id. at 11.]

Walmart also maintains a Violence-Free Workplace Policy that forbids conduct that may intimidate, taunt, or harass. [Tab 4.] That Policy prohibits even the "threat of violence in or affecting the workplace, other associates, or our customers." [Id.] "This includes, but is not limited to, any conduct or communication (whether direct or indirect) which...harasses, intimidates, bullies, threatens...[or] taunts...another person." [Id.]

In addition, Walmart requires associates to follow all company and store policies and procedures, including inventory and stocking procedures, and to complete all work according to management instructions and expectations. [Tab 1.]

**C. Walmart Follows A Progressive Disciplinary Process.**

Walmart's Coaching for Improvement Policy provides four levels of progressive discipline: First Written coaching, Second Written coaching, Third Written coaching, and discharge. [Tab 5.] Each coaching remains active for 12 months. [Id.] Walmart imposes the next level of discipline if an associate again engages in misconduct during those 12 months, even if the misconduct differs from that which led to the previous coaching. [Id.] As the Policy explains, "If your unacceptable job performance or conduct warrants a level of coaching and you have already received a Third Written level of coaching within the 12 months immediately preceding the unacceptable job performance or conduct, you will be subject to termination." [Id.] Walmart refers to this type of discharge as "Misconduct With Coachings."

**D. Walmart Warned And Disciplined (b) (6), (b) (7)(C) For (b) (6), (b) (7)(C) Intimidating Outbursts Before (b) (6), (b) (7)(C) Engaged In Any Alleged Protected Activity.**

On (b) (6), (b) (7)(C), 2012, (b) (6), (b) (7)(C) received a written coaching because (b) (6), (b) (7)(C) yelled at another associate during a verbal altercation, drew back (b) (6), (b) (7)(C) hand to slap (b) (6), (b) (7)(C), and then tapped (b) (6), (b) (7)(C) on the (b) (6), (b) (7)(C) in an unwelcome manner. [Tab 6.] In (b) (6), (b) (7)(C) annual evaluation a few months later, management rated (b) (6), (b) (7)(C) as "Development Needed" in the category that requires associates to